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CONTENTS

	Page
Service—the bridge that arched the flood	291
Is the D.M.A. race worth the candle ?—by GORDON TERRY	295
“Should the Examinations Board be scrapped ?”—by F. M. HUDSON	296
“No—the structure is sound” by NORMAN BINGHAM	297
Headquarters at work—5—Seat of learning	298
The sanitary idealist—by LORD BURDEN	300
Service conditions news	301
How new pensions increases were won	305
Readers’ forum	306
At random—by HYPERION	308
The Magazine Committee—by W. J. COOK	309
My bookshelf—by LAURENCE WELSH	310
No sanitary inspectors in George II’s reign —by ARTHUR E. MAY	311
Education notes—by K. S. CARTER	312

Heroes of the flood

THE ACCOUNT we publish this month of the part played by NALGO members in coping with the Devon and Somerset floods is designedly factual and undramatic. “It was all in the day’s work” is the common theme of the official and personal reports on which the article is based. These first-hand descriptions of what even the military authorities who shared in it must have regarded as a major operation reveal at once the national genius for improvisation and the strength and adaptability of our governmental system.

Apart from the heroism and endurance of those few who were in the front line when the catastrophe broke—in a place ill-equipped to meet it—the major feature was the swift and successful co-operation between a host of separate bodies and individuals. We read, without surprise, of a meeting attended by the lord lieutenant of the county, officials of county and urban district councils, representatives of the Red Cross, the W.V.S., Electricity and Water Boards, National Assistance Board, Ministry of Works, Ministry of Agriculture, and Salvation Army. An “extraordinary” meeting, says the minute-writer, with more than customary aptness. Yet how eminently practical! Without constitutional hair-splitting, the local authority set about its tasks in counsel with others whose advice and help in those abnormal days were essential.

Heroism, commonsense, swift decision, ingenuity were

the outstanding qualities displayed by those who shared in Operation Lynmouth. Glimpses of what the public services did have appeared in newspaper reports; we have tried to sum up their total achievement so that, even though the heroes of that hour may plead that they only did their job, the content and range of that job may not go unrecorded. It used to be said, half cynically, that it took the last war to prove the value of British local government. The lesson of Lynmouth is that, though the duties of our members take on a dramatic hue only in such times of crisis, their successes are possible only through long, skilful, preparation and sound organisation; and that the hectic achievements of such an occasion are no more, in heightened form, than what they are doing every day.

Shadow of the axe

WAS IT NOT H. G. WELLS who reminded us that it normally takes at least twenty years for a new idea to find root, and longer still for it to come to fruition? If that be true, we should be gratified rather than surprised to find NALGO’s advocacy of public relations by local authorities gaining influential recognition only seven years after its initial expression.

The latest support comes from different authorities and for different reasons. One is PROFESSOR MACKENZIE, holder of the Chair of Government and Administration at Manchester University, who, in the challenging address he gave to the NALGO Summer School at Oxford, assumed—as we reported last month—that local government was “probably already dead” and advocated public relations as one of the means by which we might try to revive the corpse. The other is ALDERMAN CHARLES LEATHERLAND, a distinguished journalist as well as an elected representative. Writing in the “Municipal Journal,” he reminds his fellow-councillors that ratepayers everywhere will be faced with big rate increases next spring and that, unless these are made acceptable to them, “many well-intentioned councils will leave undone much good work that they want to do and ought to do, merely because they are afraid of the public outcry that will arise.”

The local authorities have a sound case. Since 1939, prices generally have approximately doubled and incomes generally have more than doubled—the latest figure is around 110 per cent. But rates per head, at 2s. 9d. a week, are only 55 per cent higher than they were before the war. Local government is still the best bargain on the market today and will so remain even after next year’s rate increases. “We want,” says Alderman Leatherland, “a concerted and vigorous message delivering to the public, in a way that will make a real impact.”

But who is to give that message? A few local authorities, acting on NALGO’s advice, have created public relations machinery which will be able to do it. But the majority have no means of conducting a planned and comprehensive

educational campaign and, in its absence, run the risk of finding their inevitable rate increases countered by a narrow and unimaginative "economy" drive that would not only destroy or mutilate good work, but might well give the coup de grâce to what Professor Mackenzie fears may already be a moribund institution.

Even were they willing and able to do so, there is no hope now of persuading every local authority to build a publicity machine in time to meet the danger before it arises. But, were the local authority associations to establish at once the national public relations council proposed by the NALGO Reconstruction Committee, seven years ago, it would be possible for it to make that "great impact on the mass of the public" which is required before the danger has become critical. Our own salaries campaign in 1950-51 showed that press and public were ready to respond to sound arguments, soundly presented. Will the associations heed the warning in time—or will they wait calmly for the axe to fall, and for the further limitations of their powers and independence which its fall must bring?

This is a crisis which concerns every local government officer, whose personal future and public usefulness depend upon an independent and progressive local government system, working in an atmosphere of popular appreciation and recognition of its value. It is to be hoped, therefore, that NALGO members in local government will bring their influence to the support of this proposal which the Association, on the instruction of this year's Conference, will itself be urging upon those who alone can give it effect.

Horse traffic scandal

THE STATUTE BOOK is rich in provisions intended to ensure the humane and hygienic slaughtering of animals. Yet there is disturbing evidence that the law is not being observed, and the recent series of articles in the "Manchester Guardian," to which a correspondent draws attention this month, have thrown a lurid light on the cruelties associated with the growing traffic in horseflesh, much of it for human consumption.

Local authorities may themselves provide slaughterhouses or may supervise those which are conducted for private gain. The "Manchester Guardian's" correspondent makes the serious allegation that some local government officers are neglecting their supervisory duties because they dare not antagonise wealthy and unscrupulous traders: "I'll finish you in your job if you try to interfere with my business," said one of these men to a municipal inspector. "It's risky to try to do too much," another inspector told the newspaper's investigator. Such threats help to keep the dealers' operations under cover and the libel laws make detailed exposure virtually impossible.

Despite the voluminous legislation, it is complex and not free from loopholes. The administration, too, is involved: six Government departments are reported to have a hand in the control of the horse-meat trade.

NALGO is concerned alike for the honour and protection of its members and cannot, therefore, turn a blind eye to such allegations. The Association has ample resources to come to the aid of any member subjected to threats, or the offer of bribes, to induce him to neglect his public duty. But it cannot act without the support of those of its members who are primarily concerned. We trust, therefore, that any who may be exposed to such abuses will report the facts to the Association. They may rely on its utmost protection.

Our correspondent makes a strong case for the concentration of all slaughterhouses in the hands of local authori-

ties, who already have power to bring this about. It would be well if the exposure of current abuses were to pave the way to complete municipal ownership.

Dreams coming true

THE BUILDING of fourteen new towns in this country is a major contribution to housing needs and to the wiser location of our living and working places. The lessons of Letchworth and Welwyn Garden City are being applied by the public corporations responsible for housing those crowded out of great towns without extending the un-economic and unhealthy outward sprawl of building. Half a million people are to be housed in more-or-less self-contained towns, each with its own economic basis and social life.

The main development so far has been around London, where probably the need is most intense; it looks as though the expansion of the Great Wen—which has defied the efforts of Londoners since Tudor days—may at last have been brought to a halt.

Progress has been slower than was hoped in the days of early post-war optimism. Opposition from local landowners and other interests led to slow-moving litigation. In the economic stringency which supervened, state policy has not accorded this vital social service the priority it deserves. That much has been done is shown by a recent booklet issued by the Hemel Hempstead Development Corporation which tells an encouraging tale. This pleasant old town of some 22,000 people is to grow to three times that size, retaining as many of its charms as possible, including a generous allowance of open space. The grouping of the people into neighbourhoods will offer them a rich local life, supplemented by major facilities at the town centre. Factories to employ 5,000 people are in hand, and the range of industries should ensure a wide economic balance.

Our generation is privileged to see the dreams of practical visionaries like Ebenezer Howard and the down-to-earth recommendations of the Royal Commission on the Distribution of the Industrial Population being translated into bricks and mortar.

Dispute with Douglas

MEMBERS who read the interim report in last month's "L.G.S." of the developments in the dispute between NALGO and the corporation of Douglas, Isle of Man, will appreciate that a speedy settlement is unlikely. In fact, however, progress has been made. Two Association representatives—TIMOTHY HALES, its legal officer, and F. SIGNEY, North Western district organisation officer, visited the island last month and discussed the position there with the Association's legal adviser on the spot, with representatives of the branch, and with the corporation's establishment committee. They were reporting on these discussions to the National Executive Council on September 20—the day after this journal went to press. In these circumstances, it is impracticable to report or comment upon the discussions, which are inevitably both difficult and delicate, and members must be patient a little longer. Fuller information will be given as soon as it is available.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

SERVICE-

-the bridge that arched the flood

"Just another job of work," was one senior officer's description of the gargantuan task facing local authorities and other public services after the North Devon floods. But before reconstruction there had to be immediate action, selfless co-operation, and careful planning.

THE MILLIONS OF TONS of water which deluged off Exmoor on the night of August 15 were forced, as though through a gigantic turbine, through the little town of Lynmouth and created a havoc which, in Britain, we can only compare with the damage caused by the air attacks of the last war. In war-time, our services are prepared to meet emergencies and there is a general alertness. But disaster struck Lynmouth without warning. Within a few minutes, on a Friday night, in the middle of the holiday month, the torrent swept 31 people to death, smeared 42 homes and hotels, together with roads and water, electricity, and sewerage services into the sea as with a giant thumb, left 37 more homes damaged beyond repair, and made hundreds homeless. Yet, so speedily and well did the staffs of town, county, and national services respond to its call for aid that, by noon next day, food and shelter had been found for all in need of them and the work of reconstruction had begun.

Here—in part at least—is the story of that achievement, based on official records, on the minutes of emergency meetings, on the recollections of some of those concerned. It is inevitably incomplete and must have omitted many examples of resource and heroism. But, sketchy as it must be, it is a story to bring a thrill of pride to all who share the privilege of public service.

First hint came at 8.42 p.m., when Lynmouth fire station

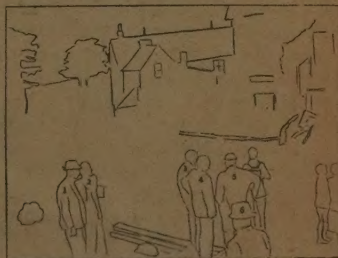
was asked to send two appliances to pump flood water from premises in Lynmouth and Barbrook. Both pumps, manned by part-time firemen, crossed bridges over the River Lyn. A few minutes later, a great wall of water roared down the valley, shattering the bridges and marooning them. Disaster had struck—and the firemen spent the rest of the night rescuing people from the torrent or from the fallen buildings in which they were trapped. Not for 24 hours were they able to leave their islands.

At the Lynton waterworks, the rubble and foliage being brought down by the river were damming the filters, and

THIS MONTH'S COVER PICTURE

In our cover picture of the Lynmouth flood devastation scene, the officials discussing clearance and reconstruction plans are:

- (1) J. G. Pidgeon, Ministry of Transport divisional road engineer, with (2) his deputy, H. A. Marston; (3) R. B. Carnegie, O.B.E., Devon County Surveyor; (4) R. J. Ayers, North Devon Area surveyor; (5) a contractor; and (6) Lt.-Col. T. Gracey, J.P., Chairman, Devon County Roads Committee.



G. GYE, the water inspector, and his labourer, were working waist deep at the intake trying to clear the debris. It was a hopeless task, and as the volume of water was ever increasing they abandoned it only a few moments before the collapse of the boundary walls. When, late that night, they returned to their homes, one house was flooded to the first floor, and the other, at Barbrook, overlooked the scar left after four council houses had been washed away. It was not until early next morning that Mr. Gye was able to drive over the boulder-strewn roads and get to Barnstaple for help. A gang of workmen, under the direction of D. TILZEY, assistant district water engineer, went to Lynmouth immediately, and, finding the plant beyond immediate repair, worked throughout Saturday to put a temporary pipeline across the West Lyn river, arranged for water tankers to be sent from Barnstaple, and called for relief tankers from the Army and the R.A.F.

At the generating station on that Friday evening, G. H. POSTLES, the engineer, was continuing to supply Lynton and Lynmouth with electric power, despite the rising flood-water. Then the bridge road to the lower section of the station was washed away, and a portion of the concrete leat conveying water to the hydro-plant crashed into the river. Disregarding personal safety, and working in isolation, for he had been cut off by the flood, Mr. Postles continued generating current on diesel engines, and not until the flywheels of the engines were picking up flood-water from the submerged floor did he shut down.

The following morning, 120 men from the Somerset and Devon electricity boards started a round-the-clock repair job and got emergency supplies to Lynton.

At dawn on Saturday the full extent of the disaster was seen, and with the perils of the night spent in upper rooms of houses with shaking foundations and battered walls behind them, the people of Lynmouth and the hundreds of holiday-makers looked for help, and it was there. When police reinforcements, supervised by LT.-COL. R. R. M. BACON, Chief Constable of Devon, had arrived, the complete evacuation of the inhabitants of Lynmouth was arranged, for there was a possible danger from the broken sewerage system and the likelihood of more buildings collapsing. With the aid of members of the Civil Defence Corps, the police searched for the missing, and the fire service disinfected danger areas.

The police had told R. B. CARNEGIE, the Devon county surveyor, of the disaster and, although he had planned to start his holiday that day, he immediately arranged for staff and workmen to be assembled at Lynmouth. In the town, he saw, at the junction of the East and West Lyn, that the area had been completely submerged in boulders, debris, and timber, to a depth of 12 to 18 feet. At each of 17 bridges higher up the river, the torrent had piled trees and boulders, damming the flow. Then, one after the other, each of these self-made dams had burst, carrying its debris and the millions of tons of impounded water with it until all swept down upon Lynmouth, bombarding it with massive trees, more than 120,000 huge boulders, the relics of buildings, and more than 100 motor cars which had stood in its path.

Before noon, 90 men, drawn from Plympton, St. Thomas, Barnstaple, Exeter, and other places, were at work with compressors and heavy equipment, breaking boulders



Additional heavy equipment and a strong labour force brought in by the Army were used to great advantage.



D. Tilzey, Assistant District Engineer, North Devon Water Board, uses a mine-detector to search for a water main

with explosives and shovelling rubble with mechanical excavators. A hundred or so men were allocated to repair work, and another 130 were engaged to stand by for the work of excavation and clearance. While the immediate relief work was going on, the county surveyor had set up a temporary headquarters and begun to collect reports on the extent of the damage. It was soon known that, as well as clearance there was another priority job to be done. The sea defences had been washed away, and within a few weeks

the abnormally high September tides were expected. The task of building a barrier was started immediately.

There was, on that morning, an immense amount of relief and welfare work to be done, and the Lynton town hall became the centre of activity, an information bureau for all. L. RIDGE, the clerk of Lynton U.D.C., was recalled from holiday, and W. H. TALL, who meanwhile deputised for him, arranged for the accommodation of homeless people, and helped to solve the countless problems of those who "turned to the town hall" for aid. The services and staff of the urban district council could not hope to cope with the task, and the resources of the county were called upon. The chief assistant county welfare officer, G. R. GAY, and the children's officer, K. BRILL, arrived on Saturday to ensure that all the services the county could offer were available. Local welfare services, the W.V.S., and the Red Cross Society had by then opened rest centres which accommodated 120 people that night, and families were billeted in Lynton and extra blankets obtained. The school meals service, from Barnstaple, provided hot meals and supplied equipment to the Salvation Army canteen for tea making. An ambulance was installed in the area to act as a first-aid centre, and other ambulances were used to remove the dead. DR. MANNERS NIGHTINGALE, the district medical officer of health—who had spent the night with a rope round his waist rescuing people from the torrent—asked for extra sanitary inspectors, and two came from Torquay to assist A. I. GIBBS, the Lynton surveyor and sanitary inspector.

Protecting public health

Health visitors and district nurses worked in the rest centres, the sanitary inspectors installed emergency sanitary closets for the workmen, firemen, police, and welfare workers in the devastated areas and temporary billets; they made temporary repairs to broken drains and sewers; inspected all food and condemned and destroyed food ruined by the flood-water. Their speed of action was

rewarded, for flies were few and the health risks of the people who remained in the area were negligible. By Saturday evening, before the country was fully aware of the extent of the disaster, the local services had recovered from the initial blow and had the situation under control.

On Sunday, in the town hall, MRS. S. SLATER, the chairman of the urban district council, presided over a meeting of representatives of the council, the county council, the various Ministries, public services, auxiliary services, the police, and the Army. By now, Mr. Carnegie, who had been placed in complete control of all engineering and reconstruction work, knew the extent of the damage and reported the progress already made. The Army were to provide Bailey bridges; heavy plant was coming from military and civilian sources; labour was available, and the job was in hand. There were 85 people in rest centres, adequate bedding was arriving, and nurses would be on duty at night. The work of clearing and cleaning was progressing.

From rescue work to cleaning

Sixty men of the Barnstaple, South Molton, and Lynton fire brigades, working with Chief Officer W. H. BARKER, had completed rescue work and, no longer needing to pump, salvaged and cleaned. The flood had left behind, in many places, up to ten feet of silt and sludge, which first had to be cleared. Then, in units of six, the men worked with shovels, picks, brooms, buckets, squeegees, cleaning materials and, for the final wipe and polish, chammois leathers. They salvaged hundreds of pieces of furniture and parts of homes and placed them in upper rooms to dry-out and be claimed.

By now, the floods had begun to subside and it was seen that the waterworks filters had suffered no serious damage, but the water had become polluted. At Lynton, the mains were intact, but at Lynmouth they had been washed into the sea. By Tuesday, existing mains had been flushed, and within a few days water supplied was as good as ever.

On Monday, the clerk of the Devon county council, H. G. GODSALL, who had also returned from holiday, set up an office in Lynton to co-ordinate and administer the many different activities. Assistance, as required, was called from Exeter. There were, by now, seventeen separate organisations, including six Ministries, working on relief, welfare, engineering, and reconstruction, and



Bulldozers clear the river bed in readiness for a new bridge

some of the organisations, like the county council, were concerned with many different aspects, such as engineering, planning, education, public health, and welfare. Conferences of the officers and representatives were held daily in the Lynton town hall to solve problems of accommodation, for homeless and workers; provision of food; burials; clothing supplies; work of the Army; traffic control; help for neighbouring farmers; erection of bridges; allocation of caravans for the homeless; use of contractors and labour; requisition of storage space; water supply; timetable for the return of the inhabitants to Lynmouth. Through these conferences, each department and organisation knew what the other was doing, and there was no confusion.

Somerset scorns red-tape

Although there had been no loss of life, the flooding of the Rivers Barle and Exe had caused similar damage at Dulverton, Brushford, Withypool, Simonsbath and other places in Somerset. At Dulverton, in the office of H. A. JEWELL, surveyor and sanitary inspector, flood water reached to within six inches of the ceiling—the river was then about 14 feet above normal level. The wall of a nearby garage collapsed, and a dozen or so cars were swirled into the torrent. The main water supply pipe at Exford was broken. At the sewage works the flood scooped forty tons of limestone media from the filter-bed and carried it away without leaving a trace. Fortunately, the electricity supply was by overhead cable and the service was maintained throughout the flooding and did much to lessen the terror of the night, and to aid rescue work. W. DURMAN, of the Somerset education department, who lives in Dulverton, said that within fifteen minutes of being warned by the police that the river had broken its banks and was flooding Exford, people were waist-deep in water. That there was no loss of life was due only to the prompt action of firemen, police, and volunteer helpers.

Seven bridges in this area were destroyed and seven others badly damaged. J. G. WALLIS, the divisional highways engineer, whose office at Dulverton was completely submerged, made a temporary office in one of the road depots. The county surveyor, J. W. W. WILKES, his deputy, W. DEWHURST, and D. A. ALVES, the senior bridge engineer, assembled men and plant from other areas to clear the roads and to move fallen trees and



The aftermath: fear gave way to relief, anxiety turned to thankfulness when these and many other flood survivors were settled in rest centres.

boulders from the river. Here in Somerset, too, the public services proved their ability to go into action quickly, without being hamstrung by red-tape, orders, and requisitions, and here, too, the work of the staffs has been praised by councils and citizens.

Reconstruction challenge

Within five days the county surveyor had completed the emergency work at Lynmouth. Communications were open to Countisbury Hill, some properties had been shored-up, and much of the site cleared. The sea wall had been temporarily repaired and there was no great risk of further damage. Later, Mr. Carnegie submitted to the Lynton urban district council a joint plan and report on the position of water supply, sewers, housing and roads in Lynmouth, to assist the council in considering the problem of the return of the inhabitants to their homes or business premises. The plan showed the areas where houses were sound, those where access would be precarious, and those where access should not be permitted. His immediate task was over.

The reconstruction of Lynmouth was being planned within a day of the disaster, but GEOFFREY CLARK, Devon county director of planning, was unable to make further progress until more information was available on the changes which may have taken place in the formation of the river, and of the risk of flooding in future. It is not intended to suggest or design any grandiose schemes; bridges will be simple and straightforward, all walls and parapets will be faced with local stone and all structures will be designed to harmonise with the surrounding countryside. The cost of the immediate first-aid work of reconstruction already carried out under the control of local authorities will undoubtedly exceed £100,000. The final cost cannot yet be assessed, but it is bound to be a vast sum, and the challenging tasks which lie before the councils and the officers who plan their work will be done with the same enthusiasm and skill shown in the rescue and relief work. But, in the words of Mr. Carnegie, "the final reconstruction may be regarded now as just another job of work."



With speed and efficiency equal to the urgency, workmen lay girders as a span for a new bridge across the West Lyn.

Is the D.M.A. race worth the candle?

The Diploma in Municipal Administration is planned to pick administrators. But what is its value in the education service, where its holders are barred from administrative posts if they lack teaching experience?

by GORDON TERRY*

THE complete Administrative examination set by the Local Government Examinations Board is an exacting and well-designed test; it probably does as much as any examination can to discover whether an individual has the qualities and aptitudes prerequisite in an administrator. The reservation is necessary, since it is incontrovertible that examinations alone can never be the sole criterion of administrative ability (no doubt you, too, know some glaring examples!); but that is irrelevant to the present discussion. In announcing its new scheme of examinations for promotion, the National Joint Council stated that the Administrative examination would be recognised as an administrative qualification ranking *pari passu* with other professional qualifications; it did not commit itself to saying when this desirable state of affairs would come about, though the inference was that it would be immediate.

The establishment of the Diploma in Municipal Administration is an important step in the right direction, but there is a long way to go before its possession, combined with the requisite personal attributes, will give an officer within the service an opportunity of being promoted to any really senior position in local government equal to that of the professional or technical man who qualifies outside the service and starts well up the ladder with every prospect of reaching the top.

To come down to brass tacks, what is the situation that confronts the young officer in the service today who completes his qualifications in the hope of securing a senior administrative post? I can give a personal answer to that question because I have been employed in an education department since 1945, hold a D.P.A., passed the former Promotion examination, and have just been successful in the final Administrative examination. I might, therefore, be said to be qualified for an administrative post, so far as the N.J.C. scheme of examinations for promotion is concerned.

Professional "closed shop"

What are my prospects in the education service? The answer, so far as I can see, is that I stand practically no chance at all of ultimately obtaining any post which can truly be described as administrative because all such posts in the education service are at present reserved for those with a degree plus teaching experience. Even if the D.M.A. were really accepted as equivalent to a degree, I would still have to surmount that supreme example of the professional

closed shop—the teaching experience barrier. Regular perusal of the advertisements for posts in the education service seems to indicate that this barrier becomes ever more difficult to scale and surrounds immutably more and more posts. In the education service, administrative experience for an administrative post is merely an incidental asset, teaching experience is essential: non-teachers have not even got the comfort of a *quid pro quo*—administrative experience is not prescribed as an essential qualification for a headmaster's post! Incidentally, I cannot recall any objection from the N.U.T. to this form of the "closed shop."

A race with small reward

A D.M.A. is not a saleable article outside local government, and the reward for the labour involved in obtaining it must therefore come entirely from within the service. I am the last person to wish to discourage anyone from studying for the examination, particularly as my future is bound up with its success or failure, but I cannot resist making the observation that at present the game hardly seems worth the candle. In the education service, at any rate, the institution of examinations for promotion has merely meant the introduction of an additional factor to be taken into account in the promotion race for the posts of limited importance open to the man without teaching experience. It has in no way opened up the promotion field by increasing the number of posts open to him. The junior entering the education service through the normal channel has no chance whatsoever of becoming a chief officer, or even a member of his immediate entourage.

The avowed aim of the N.J.C. in devising the Administrative examination was "to test quality of mind as well as factual knowledge; to pick out candidates who have mental ability, alertness and a capacity to understand a new problem; and to select those who are likely to become good administrators." In present circumstances, I fail to see the point of the test, at least in the education service, when, in practice, successful candidates are debarred from becoming administrators.

Studying for the Administrative examination is no doubt in itself a discipline training which can hardly fail to benefit any officer undertaking it, yet that in itself hardly justifies the institution of a complicated examinations system. I do not suggest that success in any examination should carry with it instant promotion, but it is self-evident that there will have to be reasonable chances available for those who prove their ability to use and apply it within the service if the examinations scheme is to justify its existence and be the success it deserves to be.

* Mr. Terry, a clerk in the Kent county education department, won this year's "Sir Horace Wilson" prize, awarded to the best candidate in the local government Final Administrative examination.

"Should the Examinations Board be scrapped?"

asks F. M. HUDSON

THE WHOLE scheme of promotion examinations, for which new names are coined from year to year, has become, to the ordinary local government officer, both in and out of the General Division, a source of utter exasperation. To him, it appears that the only people who have reaped any benefit from the scheme are the members of the Local Government Examinations Board itself and the organisers of correspondence institutes, who offer to coach us for examinations which are not only not recognised outside local government but not even, in practice, by the majority of local authorities.

The impression we get of the Board is that, under cover of syllabuses, conferences, reports, digests, statistics, deletions, and amendments to existing lists of examinations recognised for promotion purposes, etc., someone has built up for himself a comfortable little empire, and has been dangling before his victims a carrot which to even the most enthusiastic is now looking pretty ethereal and unsubstantial; a carrot which, in fact, was never his to dangle! He has been pledging local authorities to promote his successful victim when the majority of them just have not got the establishment for these higher grades.

The writing on the wall

Let us pass in review the abortions to date of the Local Government Examinations Board and its predecessors. How many officers (hypnotised by the carrot) scraped together from their salary monthly instalments for the NALGO examination, now thrown on the scrap heap, or for the Promotion examination which has followed it, or are even now doing so for the Clerical, the Intermediate Administrative or the Final Administrative examinations? Let those who are read the writing on the wall in W. S. Steer's article in the June "L.G.S.": "Our education policy is failing to reach its treble goal," in which he writes: "Promotion policy, including the nature of examination requirements, should be reviewed in the light of foreseeable prospects of advancement in the different branches of the services." Another review? More syllabuses destined for the scrap heap? More staff to enable the Board to produce revised syllabuses, reports and digests? More grist to the mills of the correspondence institutes?

Do not these facts answer the Board's querulous complaints about apathy and the

small number of officers studying and sitting for their examinations?

Restricting recruitment

It is little wonder that we have grown heartily sick of reading year after year in the minutes of our staffing committees: "The period during which employing authorities may exercise a degree of discretion in the operation of paragraph 28 of the Scheme of Conditions of Service has been extended to..." What is going to happen when employing authorities are told they may no longer exercise that degree of discretion? Will they, with suicidal intent, insert in every advertisement for appointments above the General Division: "Candidates must have passed the (whatever-name-it-will-have-by-then) examination," and thereby voluntarily restrict their present local field of recruitment? How many officers, even now, are willing, for the sake of a few pounds a year for promotion to, say, the Clerical Division, to uproot their homes and start house-hunting afresh in a new borough? If from among those who are so willing only "qualified" officers need apply, the response will indeed be poor. Many officers who have passed the promotion examination will admit that they are better off in the General Division with their present authority, where their homes are, than in the Clerical or Higher Clerical Division in a new authority either in "digs" or with greatly increased travelling expenses. Employing authorities may well decide to ignore this refined type of closed shop and, from the much wider response they will receive to their advertisements, continue to select the best applicant for the post irrespective of the Examination Board's opinion or that of any satellite Central Establishment Office.

Is it not obvious to the Examinations Board that an officer who wants to advance in the service must realise, without any goading from above, that, without the qualifications appropriate to his department, he will forever remain an "also ran"? That the ambitious officer knows full well that in competition he must have that little extra something to offer if he wants to sell himself? That he is not waiting to be prompted and guided—and that in a most vacillating manner—as to how to set about this, particularly when he knows from experience that the promotion examinations (I deliberately refrain from using the word "qualifications" in this regard) suggested by the Board are

liable to variation, even to annulment, at short notice and have absolutely no professional status whatsoever? An officer who is keen to qualify himself for advancement will be well-advised to ignore the blandishments of the spider in the Examinations Board web and to choose a recognised professional qualification (of which there is a wide appropriate variety) which has stood the test of time and earns respect from both inside and outside local government. When qualified, let him place no reliance on promises or prospects of automatic promotion; but stand on his own two feet, choose the type of appointment he desires to obtain as his next step on the ladder, and pit himself against all comers, qualified and unqualified, in which latter category he must not be dismayed if he finds many who will run him very close.

This is nothing new: it is the way men have always advanced in the profession of their choice without any promotion problems or complexes. There will always be those who are not interested—and no particular blame attaches to them—and no amount of persuasion at local or national level, either for their own good or for the good of the service as a whole, will tempt them to undertake any further studies of any kind. They are just not interested.

Keen officers will need no encouragement

In conclusion then, my answers to the problem—and I put them forward as serious ones—are these. Firstly, scrap the Local Government Examinations Board and all its appendages; forget all about Central Establishment Offices and any other like establishments. In short, return this very simple question to its very simple origin before the mountain (or the empire) was built around the molehill, and leave it to the individual officer—the right type will need no encouragement—to qualify himself professionally with the advice and guidance of his chief officer who, having himself reached the top of his profession, is as fully competent to advise on these matters, if not more competent, than the Board itself. Secondly, stop the dog chasing its tail: if it is the intention to raise the educational standard of the service, then deal first with raising the standard of the conditions of service and free them from all this petty examination mumbo-jumbo complex, and the educational standard of present officers and new entrants will automatically find a comparable level.

"No—the structure is sound and will benefit officers"

replies NORMAN W. BINGHAM *

I AM AFRAID that Mr. Hudson, in his rumbustious attack on the Local Government Examinations Board and all its works, confuses the issues more than he clarifies them.

The educational provisions of the Local Government National Charter are a recognition that national standards of salaries and service conditions imply standards of qualification. The Charter provides that a General Division officer shall not be eligible for promotion to a higher grade unless he has passed the promotion examination or has a recognised alternative qualification. The Local Government Examinations Board was established by the National Joint Council for the immediate and specific purpose of devising and managing the promotion examinations and with the broader objective of reviewing the examinations affecting the local government service.

A minimum standard

The Board has, accordingly, now devised the Clerical Division examination as the qualification for promotion from the General Division. It consists of one paper in English and two on local and central government. Is it unreasonable that a young man entering local government, who is to receive automatic salary increases up to the age of 30, shall be encouraged to reach a fair standard of English and gain an elementary knowledge of the service which he has chosen to enter? Is it unreasonable to require that, before proceeding beyond a salary level of £450 a year, an officer shall have passed a test in English and in the outlines of local and central government? If we are to have a promotion examination at all—and it was part of the staff's bargain with the employers in the Charter—could there be less of it, or could it be more suitable, than the present Clerical Division examination?

When it came to review the examinations affecting the local government service, the Board recognised that, while there was a variety of examination qualifications suitable for the professional or technical officer in local government, there was no comparable qualification appropriate to the administrative officer, and that it was widely felt that the relative status of the administrative officer was thereby prejudiced. The Administrative examination was de-

vised to meet that need. Mr. Hudson misses this fundamental point when he urges the keen officer to ignore the Examinations Board and "to choose a recognised professional qualification"; the administrative examination has been devised as the recognised qualification for the administrative officer.

Mr. Hudson complains, on the one hand, that previous examinations have been jettisoned and, on the other hand, that the L.G.E.B. has failed to produce anything progressive. Surely, progress implies that some things which are good in their time and place will be superseded by better things as time moves on. This is what has happened with the L.G.E.B.'s examinations, and care has been taken at every step to safeguard the interests of those who passed the earlier examinations.

I know, of course, of all the criticisms that can be made of the written examination; that it is a contest of low cunning between the examiners and the victim; that it is no test of any quality except the capacity to absorb and disgorge information; that many famous and successful people were lamentable failures in the examination room; that the written examination cannot test soundness of judgment, the capacity to act sensibly and quickly in an emergency, the ability to instruct and inspire subordinate staff, and many other qualities required in a senior administrator.

Nevertheless, however critical we may be of the written examination, it is the normally recognised test of qualification and no generally acceptable alternative has yet been devised. Moreover, the administrative examination in local government—which has been received favourably by both employers and staff—can rebut most of these criticisms. It was especially devised to test intelligence and judgment and not mere knowledge of facts.

Compulsion unwise?

My own personal view is that we have made a mistake in making the administrative examination or a recognised alternative an absolute condition of promotion into and through the administrative grades; I think it would have been wiser to establish it as the most desirable and appropriate, but not the essential, qualification for administrative officers. We have provided this examination qualification for the officer who wishes to demonstrate, so far as an examination can do so, his qualification for a senior

administrative post and to enhance his prospects of promotion thereby, but we should still allow other officers to enter the administrative grades if they can satisfy the employing authority that their personal qualities outweigh the lack of examination qualification.

I believe that the removal of the element of compulsion would in no way prejudice the status of the examination; on the contrary, its status might well be enhanced if it were not tied fast to the grading level of A.P.T. IV.

Recognition must come

It is, of course, true that the establishment of an administrative examination does not in itself increase the number of senior administrative posts nor enhance the salary value of existing posts and that, therefore, the establishment of the examinations has not increased the opportunities. But it is reasonable to expect that, when local authorities find that they have an increasing number of administrative officers with a qualification equivalent in standard to that of the major professional qualifications, and of no lower standard than a University degree, they will recognise that, to retain those officers, they must be prepared for a clearer segregation between professional and administrative posts, and must be prepared also to recognise that some ranges of senior, and even chief officer, posts which have in the past been the exclusive preserve of the professional officer, must be open in equal competition to the qualified administrative officer. But the impact of the new examination system can only be felt as the administrative examination establishes itself.

The promise of a qualified service was an essential corollary to the national standards of salaries and service conditions, and if there are officers who imagine that their negotiators can continuously secure improvements in salaries and service conditions in the absence of a corresponding improvement in the standard of the service, they will be sadly disillusioned.

I am convinced that the examination structure devised by the Local Government Examinations Board at the behest, and with the approval of the National Joint Council, is sound, and that the extent to which the examinations are recognised depends largely upon the support forthcoming from NALGO members who seek promotion and due recognition of their ability.

* Mr. Bingham is a member of the Local Government Examinations Board and of the Staff Side of the National Joint Council.



K. S. CARTER, education officer

Seat of learning

FRESH from our alpine holiday, we made an effortless ascent of the 60-odd stairs to the Headquarters' education department and arrived in fine fettle at the office door of KENNETH S. CARTER, M.A., LL.B., D.P.A., education officer. This, we remembered, was the man from Wales—a former member of the Glamorgan county clerk's department—who had spent four years in a German Stalag, where he organised a series of NALGO classes for local government examinations, and arranged a correspondence course for his fellow prisoners in a neighbouring camp. Since his appointment in 1948 as NALGO's third education officer, many changes in the work at Headquarters have been made. Now, he greeted us with a smile, set aside his papers, and talked.

A qualified service

We learned that NALGO's education work is one of the Association's most important functions, inevitably bound up with its efforts to improve the status and conditions of service of its members. Its policy to promote a trained and qualified local government service, inspired by its pioneers more than forty years ago, has not changed, though it now extends to the nationalised gas, electricity, health and transport services. In local government, the establishment of the Local Government Examinations Board and its Diploma in Municipal Administration, and the Charter provisions for post-entry training and financial aid to students, have brought the goal nearer. In the other services, the Association aims to supplement the education and training facilities provided by the employers or promote the intro-

duction of agreed schemes where they do not yet exist.

Most of this, however, is a matter of negotiation and comes within the purview of NALGO's service conditions committee and organising staff. The function of the education committee and the department, therefore, is mainly advisory. For example, Mr. Carter is a co-opted member of the Public Administration Committee of the Joint University Council for Social Studies and Public Administration, and attends consultative committee and sub-committee meetings whenever education matters are being discussed.

The education department is also the national contact of the area education committees or district education sub-committees, which exist in all districts. Through them, provincial councils, local education authorities, and universities are encouraged to provide education facilities. Information is exchanged between the committees and Headquarters on new needs and developments. A scheme of post-entry training drafted by the Metropolitan area committee was, for example, adopted by the national education committee, and has since largely been incorporated in the local government Charter. Another area project being watched with interest is the development of full-time University courses in public administration in the south-west.

Advice for members

The scope of the Association's membership is so wide that it is quite a formidable task to keep abreast of all relevant educational matters. Only by doing so, however, can the education committee be kept fully informed and the member

given the information and advice he needs on his career and study problems. This apart, the department is mainly concerned with the organisation of NALGO's own activities to stimulate further education and training amongst its members through the NALGO Correspondence Institute, the scholarship scheme, summer and weekend schools, the loans scheme, and the lending library.

N.C.I.—“special pride”

Of these, the N.C.I. is Mr. Carter's special pride and biggest problem, although he is not without experience of correspondence tuition, having himself used six different courses at various stages in his career. In 23 out of the last 25 years, the N.C.I. has received a subsidy from the Association's general funds, but the education committee now aims to make the Correspondence Institute self-supporting. Correspondence tuition is a keenly competitive field, in which, financially, the aim of educating rather than cramming is a liability. Herein lies the greatest problem, for to put the N.C.I. on a “commercial” footing might well be to deny the member that special consideration he enjoys because it is his own Association which is teaching him, and might forfeit the good will of those eminent academic and senior officers who help because they respect the Association's motives. The task would be easier if basic costs could be spread over a larger number of students and there would be no problem at all if every student looked to his own association to meet his needs.

150 advisers and tutors

The N.C.I. makes a heavy demand upon the department. A large volume of routine work must be undertaken in keeping records and despatching papers and books to students and tutors, but the department is more than a “post office.” Competent advice is sought on the requirements of each examination before courses are planned, written, or revised by expert tutors. And, even then, every course must be carefully scrutinised by administrative assistants to ensure that it measures up to N.C.I. standards. NALGO's advisory and tutorial panel consists of nearly 150 qualified people

and there are few subjects upon which an expert opinion is not available. The qualified staff also deal with students' difficulties and give general advice on choice of subjects.

The organisation of the summer schools, and, increasingly, of weekend schools for specialist groups, also requires a good deal of thought and attention during the year. These schools, begun in 1930, have probably done more than any other single NALGO activity to broaden the view of young officers and help them to see their jobs in true perspective. The task of preparing balanced programmes of lectures, securing the services of eminent speakers, arranging accommodation and travel, and, for the continental schools, negotiating currency regulations, if at times difficult and frustrating, is rewarded in the continued success of the schools and their ever-widening recognition as a valuable contribution to the attainment of a qualified public service. More and more local authorities are granting leave with pay to students; more and more branches and area education committees are offering scholarships; and the attendance of members of the staff of central government departments and public officers from overseas is now the rule rather than the exception.

The introduction into the Charter of provisions for financial aid towards students' expenses on courses and text-books has reduced the call upon NALGO's loans scheme and lending library. But members who cannot get help from other sources may still call upon the Association to help them to follow a special course of study. Recent examples have been loans arranged for members taking full time law and librarianship courses.

800 books lent yearly

Textbooks on every subject appearing in syllabuses of examinations taken by NALGO members are in the lending library. It lends nearly 800 books to more than 300 members every year—each loan lasting not less than six months—and the fees paid by borrowers merely contribute towards the cost of maintaining up-to-date editions, on which £160 will be spent this year.

Mr. Carter is responsible for the smooth running of all these activities. Helping him are three administrative assistants and eleven clerks and typists. At the ediphone we found MISS REGINA KIBEL, B.SC.(ECON), his first assistant, answering members' queries which arrive every morning by the dozen. We might equally well have found her reviewing study notes, drafting reports for committee meetings, or discussing the programme for a weekend or summer school with the education officer.

We then looked in on A. C. LALLYETTE and R. A. PLUCK, B.SC.(ECON.), who share the editing of N.C.I. courses and supervision of routine work. The former also operates the loans scheme and does the costing work for the N.C.I., while Mr. Pluck, an expert statistician, analyses the N.C.I. tuition results. Both, of course, handle a large volume of correspondence with students daily.

With a hurried wave at the platoon of typists, checkers, and keepers of files, we went our way thinking of the full programme ahead of the department for the coming year: the steering of more than three thousand students through 175 examination courses; the planning of weekend schools and next year's continental and Oxford summer schools; the preparation for the special residential course for students taking the Final D.M.A. Examination; and a mass of committee reports on subjects ranging from entrance requirements for the local government service to recognition of diplomas for promotion purposes.

What, we wondered, would Sir Herbert Blain or A. P. Johnson or their fellow members of that first NALGO examinations committee of 1910 have thought had they been with us? We thought that they would have been well pleased to see that their ideals are still held high and their work faithfully carried on.



A. C. LALLYETTE, Miss R. KIBEL and R. A. PLUCK, the three administrative assistants.



The store room holds study material worth thousands of pounds: in the adjacent lending library are books on every subject of interest to students of the public services.



In the general office, clerks and typists deal with routine inquiries, records, despatches, correspondence and N.C.I. enrolments.

The sanitary idealist

Of the men who created modern local government, the name of Edwin Chadwick stands in the first rank. A new biography* of him, by Professor S. E. Finer is here reviewed

by LORD BURDEN

EDWIN CHADWICK, on any showing, was a remarkable man. Born in 1800, he lived until 1890, active in mind and body to his death. His public work began early. While studying for the bar, he earned money by journalism. Articles on life assurance, and "Preventive Police" attracted the attention of an influential band of radical reformers.

In 1830 he was called to the Bar, and in the same year Benthams appointed him his literary secretary. Chadwick's course was set. He accepted without reservation the utilitarian principle, "the greatest good for the greatest number." In 1833, he was given the post of Assistant Commissioner (salary £100 a year) to investigate the operation of the Poor Law in the Metropolis on behalf of the Royal Commission on the Poor Laws. Professor Finer carefully examines Chadwick's influence in the drawing up of the Commission's famous report of 1834. The Whig Government accepted the report and appointed the Poor Law Commission it recommended.

Cabinet prejudice

Chadwick was not selected to serve as a Commissioner. Professor Finer tells us why. "For a Commissionership under the Crown—at £2,000 per annum—the claims of blue blood had to be considered. When, therefore, Chadwick's name came up at the Cabinet table, there was a frosty silence. Then it was considered that his station in society was not such as would have made it fit that he should be made one of the Commissioners . . . The Cabinet passed on to the next business."

Principles before pride

After many doubts and hesitations, Chadwick accepted the position of secretary to the Commission on the (unwritten) promise that his status would be equal to that of a Commissioner. Professor Finer gives a fascinating account of the working of the Commission, of Chadwick's unceasing efforts to give effect to "the principles of 1834," of the frustrations, the intrigues, bad faith, and incompetence of the Commissioners, and

their replacement in 1847 by the Poor Law Board. Chadwick was dropped, but next year he was created a Companion of the Bath, and appointed paid Commissioner to the Public Health Board.

Appalling disclosures

Six years previously, in 1842, he had published his report "On the Sanitary Conditions of the Labouring Population." This report, says Professor Finer, was "undeniably Chadwick's masterpiece, and the world hailed it as such." The Industrial Revolution, the transition from an agricultural to an urban economy, had given the speculative landlord and builder their opportunity. There were towns of mushroom growth, and because of the absence of building regulations, "houses were built without house drains, and roads without road drains, a state of affairs which spelled cesspools, faecal deposits, and unbelievable lack of ventilation. Back-to-back house building with one privy to thirty buildings, and water supplied for an hour or so a day out of a public stand pipe, were enough to convert the estate into a sea of offal, stinking excrement, and dirt."

A great public servant

A weak and obsolete Local Government was unable to cope with these problems. In 1831, 1849 and 1852, there were cholera epidemics. Chadwick fought against vested interests, but they broke him. In 1854, he was retired on a pension of £1,000 a year. His official public life was apparently ended. But he continued his activities on behalf of "the sanitary idea." In 1878, he was President of the Sanitary Congress of the Sanitary Institute; and, later, the first President of the Sanitary Inspectors' Association. In 1889, the K.C.B. was conferred on him. Chadwick was undoubtedly hard, impetuous, and cocksure, and Professor Finer does not minimise these faults. But he was a great public servant, perhaps the greatest of the nineteenth century. Everyone interested in social and political history, the interplay of central and local government, and the development of the environmental health service will be deeply indebted to Professor Finer for this able, painstaking, and most interesting study of his manifold labours.

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*The Life and Times of Sir Edwin Chadwick, by S. E. FINER, Methuen, 42s.

Service conditions news

LOCAL GOVERNMENT by J. C. HAMILTON

Two more victories scored for chief officers



ALTHOUGH the Joint Negotiating Committee for Chief Officers of Local Authorities issued a memorandum of recommendations concerning treasurers and accountants, engineers and surveyors, chief education officers and architects, as long ago as September 1950, there are still some local authorities which refuse to apply them. After many representations had been made to the local authorities concerned, without success, the Association reported disputes to the Minister of Labour and National Service under the Industrial Disputes Order 1951, with the following authorities:

West Riding; Gateshead; Northampton; South Shields; Southport; Swansea; Tynemouth; Barking; Bedlington; Blaydon; Cwmbran; Droydsden; Seaham, Stanley and Wallsend.

In this regard it is worthy of note that NALGO is in a strong position because the terms of the Order provide that a dispute can be reported only by a trade union habitually taking part in the settlement of terms and conditions of employment through the appropriate negotiating machinery. NALGO is, of course, a certificated trade union and takes part in the settlement of terms and conditions of employment for the chief officers concerned through its representatives on the Joint Negotiating Committee.

Association's claim upheld

Of those disputes reported, a number have been referred to the Industrial Disputes Tribunal for settlement and on September 5 the Tribunal heard the first case, which was against Wallsend Corporation.

J. E. N. DAVIS, chief organisation officer, submitting the Association's case to the Tribunal, stated that the borough council was a member of one of the organisations comprising the employers' side of the Joint Negotiating Committee, and produced a statement showing that the great majority of local authorities affected by the Committee's recommendations had already adopted the scheme or were operating conditions not less favourable than those set out in the scheme. A list of borough councils falling within the same population range under the scheme as the council concerned, showing the salaries paid by each council to their

borough treasurers and surveyors, was also produced. It was pointed out that Wallsend was the only one within this group where salaries less than those recommended by the Joint Negotiating Committee were being paid to such officers. It was contended that the recommendations of the Joint Negotiating Committee should be applied in their entirety to the two officers concerned. The Tribunal has now published its findings and awarded in favour of the claim.

On September 9 the Tribunal heard a further dispute with the Swansea corporation and again the Tribunal awarded in favour of the Association's claim.

These decisions show the value of joint negotiating machinery and the necessity for local government officers to belong to a strong and properly constituted trade union such as NALGO.

Fuel overseers and their staffs

The Minister of Fuel and Power has agreed to increase the maximum salaries of full-time local fuel overseers by £25 from July 1, and to allow local authorities to increase the pay of those not receiving the maximum by amounts not exceeding those granted to other local government officers of comparable status. The Minister does not propose to increase honoraria, but NALGO has asked him to reconsider this decision. Fuel office staffs should receive the increases awarded by the Tribunal.

Registration officers

The Registrar-General, in Circular GRO (General) No. 8/1952, of August 9, 1952, has informed local authorities of his intention shortly to issue notices amending, with effect from October 1, 1952, the salary scales of the following officers:

- (i) superintendent registrars at present on the scale from £645 × £20—£685 × £25—£760;
- (ii) superintendent registrars at present on the scale from £685 × £25—£810;
- (iii) registrars of births and deaths;
- (iv) additional registrars; and
- (v) clerical assistants paid at the General Division rate.

The increases granted are to correspond to those increases granted to local government officers in the recent Industrial Disputes Tribunal award. The circular goes on to say that some local authorities

may wish to remunerate registration officers on the revised scales as from July 1, 1952, the operative date in respect of local government officers, and it is understood that, in that event, the Minister of Housing and Local Government will be prepared to issue any sanction that may be necessary should difficulty arise at audit.

The salaries of registration officers which are not in accordance with one of the grades of the local government Charter are being considered by the National Joint Council and it is expected that an early recommendation for appropriate increases will be made.

The above increases and negotiations are concerned only with the increase in the cost of living which has taken place during the last twelve months or so. NALGO has, however, in conjunction with the National Association of Registration Officers, reviewed salaries generally, and formulated proposals which are now being discussed in the N.J.C.

Valuation panels

NALGO is fully aware of the concern of many of its members employed by valuation panels at economy proposals made by the Ministry of Housing and Local Government, particularly in regard to staffs. There have been several discussions with representatives of the Ministry, and every effort is being made to reduce hardship to a minimum. It would, however, assist the Association if members concerned would inform Headquarters of any action which their valuation panels are taking on the Ministry's proposals.

This local government

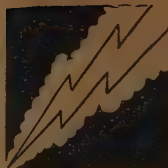


"The leaflets are to be distributed to members of the public until they are exhausted.—Sent by J. A. Yates, Coventry."

ELECTRICITY

by L. G. MOSER

Industrial Court award on pay claim awaited



THESE NOTES are being written before the Industrial Court hears our salary claim on September 26. Nothing new can therefore be said about the question which is uppermost in the minds of all electricity members. Information about the award will be circulated as soon as it is received. The Court does not give a decision immediately and we shall all have to wait patiently until it is published. As staff side secretary I have the privilege and responsibility of presenting the case and shall be as anxious as any to know the result.

National Joint Council

The Council looks like having a busy time during the next few months dealing with appeals against grading under the 1950 salary agreement. A small appeals "panel" drawn from members of the negotiating committee will deal with batches of appeals from the various areas. Some districts have already dealt with all of their appeals—and one or two have done so without referring any to the National Council. This reflects considerable credit on both sides of the district councils concerned. In all areas the appeals work throws a heavy burden on branch officers and NALGO representatives on negotiating bodies, and members, generally, owe them much.

The claim for an extension of overtime payment was again before the negotiating committee when it last met. In an effort to make some progress the staff side suggested that, where overtime is worked and does not rank for payment, equivalent time off shall be granted within a reasonable period. This would at least give some measure of justice to those groups who still have to do a fair amount of late

work and would, it is suggested, ensure that a closer watch is kept on overtime. The employers are sympathetic but for some reason—which is quite incomprehensible to the staff side—want to avoid a definite provision in the agreement. However, they are reconsidering the matter and negotiations will be resumed at the next meeting.

The boards have given the N.J.C. details of their scheme for make up of civil pay of reservists recalled for training for periods up to 18 months under the provisions of the Reserve and Auxiliary Forces Training Act, 1951. The scheme will not apply to normal periods of national service or to employees with less than six months' service at the time of recall.

Unmarried employees will have their pay made up subject to a "home saving" deduction of £1 per week, and married employees (or single ones with equivalent responsibilities) will have 10s. per week deducted. Employees will still be liable for their superannuation payments and their rights under their scheme will be maintained.

The scheme has not been negotiated, and in fact the boards' members maintain

LOCAL GOVERNMENT SERVICE

that it is not negotiable. The unions have however, reserved their position and will raise any questions which might arise from the application of the scheme. Taken as a whole, the provisions for reservists in the industry are not less favourable than those in comparable fields.

It has been agreed that staff representatives on staff committees shall have a meal allowance of "up to 2s. 3d." instead of only 1s. as before. Special consideration will also be given locally to the position of representatives on those few staff committees which cover extensive areas, where meetings involve long journeys and several hours' absence.

National Joint Advisory Council

A report of the work of the Advisory Councils and committees during the year 1951/52 has now been issued. It is a less elaborate publication than the previous one but it contains full information about what has been done. In most areas local committees and district councils are being still more active, which is a development in the right direction. In some, local committee meetings are still largely formal. Every employee in the industry has a right to table matters for discussion by these committees—provided, of course, it comes within the province of the machinery—and NALGO members have full facilities for raising any matter through their branch, which in turn can advise the NALGO representative on the committee. Where there is only formal business neither the board nor the employees are therefore blameless.

GAS SERVICE

by G. H. NEWMAN

Busy spell ahead : work on draft pension scheme continues



THERE IS LITTLE to report of activity during August because of the holiday season, but at the time of writing there are signs of the approach of the busy last quarter of the year. The National Consultative Committee was due to meet on September 20, the national staff side on the 24th, and the pension sub-committee was due to continue its work on the draft pension scheme. My November notes will refer to these meetings.

Lecture and film service

Many branches will now be planning their annual general meetings and winter activities. Some may wish to add to their members' enjoyment by providing a film show and may be interested in the lecture and film service of the Gas Council.

There is available a series of lectures with supporting films covering various aspects of home planning, the gas industry as a public service, and food and cooking. Some of the films feature well-known personalities such as Gilbert Harding, Terry-

Thomas and Richard Hearne. Details from Headquarters or from Miss Lovell Burgess, Gas Council lectures officer.

Membership

There was an encouraging increase in the membership of gas staffs last year and, with the approach of the end of another Association year, it is important that every effort be made to increase branch membership still more. No one can doubt the need in these difficult and complex times for all members of the staff to be organised for their individual and collective benefit. The Association has a unique history of achievement on behalf of the non-manual worker in its 47 years' existence. It has experience and standing; it is responsible and is respected.

Meetings and pamphlets are all very well, but the most effective approach to the non-member is by his member-colleague at the next desk. Persistent effort over the next few months will be of all-round value.



"Our latest model, madam—music while you work!"

TRANSPORT

by J LANCASTER

Employers' refusal to negotiate for salaried staffs "paradoxical"



I RECENTLY met delegates from the majority of branches in B.E.T. undertakings and had the opportunity of discussing their problems. I heard reports on the position in each branch, and all were similar; all were confronted with the failure of the various managements to negotiate with NALGO in respect of that section of the clerical and administrative staffs designated, by the managements, "salaried staff."

Despite this, the membership generally is solid, and I noticed the determination of all the delegates to get collective bargaining for all clerical and administrative staff, be it at local or national level.

The right to collective bargaining in respect of salaries and conditions of service is an entitlement which has been gained after many years of endeavour by the organisation of workers throughout the country in the many trade unions, and is something no one, in a democratic state such as ours, should withhold.

The outstanding point is that this most important section—it is not yet fully realised by the clerical and administrative

people just how important it is—of the passenger transport industry is the only sizeable one not accorded negotiating rights. Why?

If the directors and managers of B.E.T. undertakings could give logical reasons for their attitude towards their loyal staffs that would render discussion possible it might be easier to understand.

Consider the points that have been mentioned to me by them during the last two-and-a-half years:

- (1) We do not agree that organisation of our clerical and administrative staffs is in any way necessary and is certainly not desirable.
- (2) Our staffs are very happy and contented.
- (3) Our staffs are quite satisfied with the way in which the managements in their generosity regulate their salaries and working conditions.

And the latest one, and probably the best:

- (4) Membership of a trade union inevitably entails split loyalty.

On point (1) it is easy to understand why the employers think that organisation

of clerical staffs is not desirable, yet the management are organised to the nth degree, not only within their own federation but in other organisations. Furthermore, their own companies could not show the results they do from year to year without complete organisation of all sections of their undertaking making for efficiency—and they are most efficient; which makes their attitude towards the administrative and clerical staff more paradoxical.

There is, however, another approach to this question of organisation and that is from the view held by a minority of the salaried staff, and I am sure that I could not do better than to quote from a speech given not long ago by a prominent employer of labour:

"I still think there is a good deal of unnecessary aloofness on the part of certain types of black-coat workers from the normal ambit of trade unionism and collective bargaining. This is due to misconception, lack of experience, and fear perhaps of the unknown. Nothing is going to be ultimately of greater importance to the average rank and file worker of whatever designation, than this principle of joint consultation."

and that includes collective bargaining. Let there be no misunderstanding—negotiating machinery covering controlled passenger transport staffs must be established. It is as necessary to both employed and employers as are good and efficient buses, drivers and conductors, engineers and all persons and machinery working in a successful undertaking.

What can 10/- a week provide?

So little—yes!



only 7 cigarettes or

2 glasses of beer daily



So much—yes!

At least £750 on retirement*



42/- a week sick pay and convalescence



* A NALGO endowment policy at age 30 next birthday costing £1 16s. 3d. a month provides £750 at age 60 or earlier death. Provision for 42/- a week sick pay costs 6s. 3d. a month. There will be a rest fund balance in addition to the sum assured, on retirement or death, if no heavy sickness claims arise meanwhile. Smaller weekly savings produce comparable results.

Ask for further details from your Local Correspondent or

NALGO INSURANCE DEPARTMENT
1, YORK GATE, REGENT'S PARK, LONDON, N.W.1.

Good industrial relations are worth their weight in gold.

Points 2 and 3 are just not true, and point 4 is rebutted by our everyday experience in other fields.

The Association will strive to establish negotiating machinery for its company members, but to achieve success it must have the unwavering backing of the majority. A bigger obstacle than the employers is the unorganised minority.

Trent Motor Traction Co. Ltd.

The dispute between the Association, representing the salaried staff, and the management of the Trent Motor Traction Co. Ltd., was heard by the Industrial Disputes Tribunal on August 8. The claim was for a grading scheme to cover all officers receiving salaries up to £640.

W. J. UPTON, East Midlands district organisation officer, was the Association's advocate. Our case was well prepared and admirably presented but we regret that the claim was not established. The award of the Tribunal is binding on both parties.

The award proves once again that improvement of salaries and conditions of service of our members in company passenger transport will elude us until negotiating machinery is established.

Docks and Inland Waterways

No reply has yet been received from the employers on the staff side's claim for a 10 per cent salaries increase.

HEALTH

by G. W. PHILLIPS



Hope of early agreement on salaries claim

Administrative and Clerical staff

NO SETTLEMENT has yet been reached between the two sides on the staff side's application for a 10 per cent all-round increase in salaries. But a substantial measure of agreement was recorded at a meeting of the Administrative and Clerical Staffs Council on September 16. Details remain to be settled and these have been referred to the Negotiating Committee which was to meet on September 30. The Committee has power to act and it is to be hoped, therefore, that final agreement will be reached then. Branches will be told immediately. In the meantime it has been agreed that no information can be given.

Professional and Technical B staff

Agreement has been reached on salaries and conditions of service of clerks of works employed by hospital management committees and teaching hospital engineers. The revised salary scales are to apply from May 1, 1951. Details will be given in Whitley Council circulars to be issued

Meanwhile, no approach should be made to employing authorities.

Professional and Technical A staff

Agreement has been reached on the salaries of full-time biochemists and physicists not medically qualified, and on rates of pay for part-time clinical psychologists. These are set out in PTA Circular No. 14.

General Council

Car allowances: Revised allowances for officers authorised to use their own cars for official journeys have been agreed. The new rates, which have effect from July 31, 1952, are set out in General Council Circular No. 33. They are:

Cars up to and including 10 h.p.

7½d. per mile for the first 2,000 miles p.a.
6d. per mile from 2,001–7,000 miles p.a.
4½d. per mile thereafter.

Cars over 10 h.p.

9½d. per mile for the first 2,000 miles p.a.
7½d. per mile from 2,001–7,000 miles p.a.
6½d. per mile thereafter.

We must be strong to preserve peace...

Local Government Officers were invaluable in Civil Defence last time. Now your example, your knowledge and your experience are needed again. Civil Defence can help to preserve peace. But it must be strong and

efficient. That is why it needs people like you; people who know their town or county and its government; people ready to serve the community; people who understand the obligations of citizenship.



SPARE TIME FOR TRAINING IN THE CIVIL DEFENCE CORPS

ISSUED BY H.M. GOVERNMENT



Aid for pensioners : how new increases were won

FOUR YEARS AGO, when NALGO was discussing with the local authority associations the proposed amendments to the Local Government Superannuation Act, 1937, the Association tried to get improvements in the pensions increase rates applied by the Pensions (Increase) Act, 1947. Before submitting its proposals, however, the Association sought the support of the National Advisory Committee for Local Government Service of the T.U.C., but at that time the Advisory Committee would not support the application and the recommendations made to the local authorities' associations were not accepted.

In 1950, however, the Local Government Advisory Committee accepted the recommendations as a basis for discussion and ultimately agreed to submit a claim to the Chancellor of the Exchequer. A deputation from the Committee was received by the Chancellor on July 31, 1951, when TIMOTHY HALES, NALGO's legal officer, was one of the three spokesmen appointed by the deputation. After the change in the Government, the new Chancellor was also asked to receive a deputation, and representatives of the Advisory Committee met the Financial Secretary to the Treasury on April 30, 1952. The legal officer, who was again one of the appointed spokesmen, urged that substantial improvements should be made in the rates of pensions increase, contended that the means test should be abolished, and asked that consideration should be given to the needs of pensioners who had retired since April 1, 1951.

Later, a letter was written to "The Times" by J. H. WARREN, the General Secretary, stating the case for improved pensions for local government officers, and representatives of NALGO attended a conference with representatives of other bodies concerned with the welfare of retired public servants, which was held in London on May 23.

House of Commons meeting

When the Pensions (Increase) Bill was issued in June, P. H. HARROLD, chairman of the Association's law and parliamentary committee, and the legal officer attended a meeting at the House of Commons before the second reading debate. At that meeting, GLENNVIL HALL, M.P., who was to make the leading speech for the Opposition, was urged by NALGO representatives to seek the abolition of the means test, an increase in the new rates proposed, an earlier date for the Bill to be brought into operation, and an increase in the amount of other income to be disregarded. After

the second reading, the legal officer attended a further meeting at the House to discuss action to be taken at the committee stage. Owing to the terms in which the money resolution was drawn and carried by the Government, amendments could not be put down at the committee stage to give effect to the NALGO representations other than that relating to an increase in the amount of other income to be disregarded.

Under the provisions of the 1952 Act, a retired officer within the prescribed income limits whose pension began before April 1, 1948, will receive an increase of £26 per annum if he is married or has at least one dependant; the corresponding amount payable to a single pensioner without any dependants is £20. If the pension began during any of the four years between April 1, 1948, and March 31, 1952, progressively diminishing increases are payable. If the pension

began after March 31, 1952, no increase is payable. Any increase payable under the 1952 Act cannot exceed one-third of the pension, including any increase payable under the earlier Acts.

A retired local government officer already receiving an increase under the Pensions (Increase) Acts of 1944 and 1947 will be entitled to an additional sum. Other local government pensioners who could not claim an increase under the 1944 and 1947 Acts because of the income limits may now be entitled to a small increase, as the income limits have been raised to £550 a year in the case of a pensioner who is married or has at least one dependant, and £425 a year in any other case. The amount of income other than pension to be disregarded when applying the income limits has also been increased to £104 a year. Under the new provisions, a person whose annual income does not exceed £104 is eligible to qualify as a dependant for the purpose of the increase.

The increases will be payable with effect from October 1, 1952. The 1944 and 1947 Acts income limits remain at £450 and £350 respectively and it is only for the purposes of the new Act that the income limits have been raised to £550 and £425.

NALGO's legal action wins £4,000 for six injured members

EXAMPLES of the work of NALGO's legal department in protecting members against hazards to which they are liable are given in these brief reports of some typical actions handled this year.

Knocked down by car—£1,210

A woman gas meter collector was knocked down by a car which mounted the pavement in swerving to avoid a collision and received cuts on the head, concussion, and a broken leg. An action for damages was brought and the member was awarded £1,000 general damages, plus £210 special damages.

Knocked off bicycle—£1,100

A member was knocked off his bicycle by a lorry, suffering head and eye injuries, a broken collar bone, and six broken ribs. An amount of £1,100 general and special damages was obtained from the insurance company.

Injured in collision—£137

A clerk was injured when a motor cycle on which he was riding pillion collided with a car. Both drivers repudiated liability and a writ was served on each. Settlement was reached out of court on payment of £137.

Collision with van door—£766

A planning assistant was injured when, whilst riding to work on his bicycle, he collided with the door of a stationary van. Although the insurance

company denied liability, the case was pursued and, after long negotiations, £766 damages was obtained.

Fall from bus—£245

A woman clerk was boarding a corporation bus when the conductor, who was on the top deck, rang the bell and the bus moved off. The woman was dragged along the ground for a short distance and her left leg was injured. A claim for damages against the corporation was settled at £245.

Broken linoleum—£755

A hospital secretary, after attending an official interview at the county hall, caught his foot in some broken linoleum on a flight of stairs and fell, injuring his knee, as a result of which he was away from work for six weeks. Counsel advised that the county council was liable for breach of its duty to provide safe premises for its employees, and for negligence of a particular duty to an invitee to its premises to prevent damage from an unusual danger of which it knew or should have known. NALGO took up the case and a settlement for £755 was negotiated.

Acquitted of larceny

A hospital officer, accused of stealing articles of furniture, duplicating paper, lint, and soapflakes, was acquitted on all charges, NALGO paying his legal costs of £80.

Readers' Forum

SALARIES AWARD Claims made too late?

IN YOUR September editorial you comment that "it is difficult to resist the conclusion that it (the Tribunal) was primarily influenced by the desire to respond to recent Government policy and give the smallest amount it could." Your conclusion can be accepted without any difficulty whatsoever. It would have been useful, however, to have had your opinion on what might have happened had the National Executive Council at their September, 1951, meeting, where the matter was formerly raised, decided to make the application for an increase forthwith, thus ensuring that the matter came before the National Joint Council concurrently with similar negotiations taking place in the London County Council and the Civil Service, with the additional prospect that negotiations could perhaps have been concluded before the announcement of Government policy on wage restraint. The decision to have "informal" talks with the employers, taken at the September meeting, would appear to have been abortive, and it is therefore to be hoped that the N.E.C. is now doing some hard thinking on whether mere declarations of faith in Whitleyism will solve our problems.

Scottish members, in noting your implication that the negotiation of the Scottish award "queered the pitch" for England and Wales, will no doubt be quick to point out that perhaps they saved the day for their colleagues south of the border. After all, the Scottish award was the result of that "free" negotiation which is the declared policy of the Association. And was not the N.E.C. asked, unsuccessfully, in March this year not to decide in favour of arbitration without first considering the Scottish position?

Finally, could some explanation be given of the statement that it will not "be possible, since the award is dated from July 1, to make any fresh claim for a long time to come"? I have seen this estimated in one branch magazine as two years. Scottish members will particularly wish to know this as there would appear to be no reason why they cannot proceed again this winter with a fresh claim.

City Collector's Office,
45, John Street, Glasgow, C.1. N. MCLEAN

We cannot think that Mr. McLean is so naïve as to imagine that an application for an increase in September, 1951, would have been more successful than was that in January, 1952. In September, the cost of living, as shown by the retail prices index, had increased by only 5.8 per cent since

April, when the previous increase took effect. The N.E.C. deferred the claim because, as Mr. Nortrop, the staff side leader, told Conference, it expected a sharp rise in prices towards the end of the year, against which a premature claim would have given

Letters for the November journal must reach the editor, '1 York Gate, Regent's Park, London, N.W.1., not later than Monday, October 13.

no protection. That expectation was justified: by January, prices had risen by nearly 10 per cent since the previous April.

The argument that it will be impossible to make a fresh claim for a long time to come is surely a statement of the obvious. Since present salaries were fixed by the Industrial Disputes Tribunal, they represent what the Tribunal considered to be appropriate rates on July 1, 1952. Unless and until there is some further substantial rise in living costs, the employers will be able to refuse further claims secure in the knowledge that the Tribunal, the only court of appeal, is bound to stand by its previous decision and to support them.

New policy wanted

IN VIEW of the N.E.C.'s past mistake of supporting the hypocritical farce of wage freezing, your advocacy of higher efficiency unrelated to maintaining our living standards (let alone higher pay) is alarming.

Higher efficiency in the way you suggest could only lead to redundancy of NALGO members and play into the hands of all those clumsy economy axe-swingers who are doing their best to smash the social, educational and welfare services and to reduce the value of the public utilities.

NALGO needs a new and successful policy. As a first step, the interchange of the views of all NALGO members. Should not each branch call a special meeting and should not a Special Annual Conference be held?

GEOFFREY H. HODGSON.

30, Norman Grove,
Kirkstall, Leeds 5.

"Put steel into our backbones"

THE remarkable editorial in the September "L.G.S." seems completely to overlook the fact that NALGO is a trade union.

We are, it seems, to rely on (1) a miraculous fall in the cost of living—the

coming of which, under present conditions, would almost certainly augur slump; (2) the scarcity of applicants for posts boosting salaries; whilst unemployment slowly increases, aggravated by the fact that each of us, by "doing two people's work," is condemning a colleague to "mining coal and growing food" which, because wages are too low, cannot be sold; and (3) increasing our personal efficiency and adding to our qualifications so that, presumably, we all become senior officers.

As NALGO seems to be so completely out of the picture, are we to cease paying our dues so that the staff of "L.G.S." may all embrace the interesting but rather damp trade of fishermen, whilst NALGO members go, so to speak, down to the fish in chips?

I would suggest that we shall become paupers despised alike by the employers and by our fellow trade unionists unless we put a little steel into our backbones and remember that he who does not fight at all ends with his back against a wall!

Mid-Sussex H.M.C., KEN GEERING
Cuckfield Hospital, Sussex.

If our critics will read the editorial again, they will find that we advocated neither defeatism nor "higher efficiency unrelated to maintaining living standards." Looking at the prospects realistically, we pointed out that, whilst there was no prospect of obtaining a further general increase for a long time to come, there was much we could do to improve individual salaries within the present grading structure and to increase personal efficiency to a point at which it would attract a higher reward. What are the alternatives? Mr. Geering talks of "steel" and Mr. Hodgson of "a new and successful policy"—both vague and meaningless expressions. Will they be more specific and tell us what that policy should be?

To decry greater efficiency is to return to the philosophy of the machine-wreckers. The best justification and the surest means to higher pay is increased output, resulting from more efficient work. Should that mean smaller staffs, they can be achieved painlessly by the simple means of curtailing recruitment for a time.

NURSERY ASSISTANTS' PAY "A forgotten section"

I THINK it is time NALGO did something effective about the salaries of that forgotten little section of members—the Nursery Class Assistants.

While the general body of NALGO members have received at least two salary increases, we, the poor Nursery Assistants, have received just nothing. Many of us joined NALGO on the assurance that our interests would be well looked after. Yet we are, I imagine, the only group of salaried employees in the whole kingdom who have been made to struggle along on remuneration which was pitifully inadequate even before the big rise in the cost of living. The position

now is that we feel that we have been very badly let down and are quite disgruntled in consequence. Many of us will be forced to take other employment where, I hope, there is a more just reward for services rendered

MARY FIELDHOUSE

23, Priests' Road,
Farsley, Leeds.

TRAFFIC IN HORSES

A challenge to L.G.O's

MANY of your readers will have been disturbed by the recent disclosures in the "Manchester Guardian" of the revolting cruelties involved in the traffic in horses for slaughter and human consumption in this country or on the Continent. They will also, no doubt, have felt wretchedly aware of their helplessness, apart from writing to their Member of Parliament, subscribing to the societies which are trying to mitigate the evil, and refusing to buy the products of the trade, all of which must appear pitifully inadequate.

But the "Guardian's" concluding articles have changed this situation, by placing squarely upon local government officers a major responsibility for what is happening. They suggest that, in some areas, existing powers to prevent cruelty are not being used because the responsible municipal officers know that, were they to exercise their powers, the big racketeers in the trade would hound them from their jobs. Such officers are no doubt in the minority—yet the continuance of the traffic and the evidence the "Guardian's" investigator has produced about it, strongly suggest that they exist—and that there are councillors who would sacrifice a conscientious officer to the worst type of profiteer. This is a challenge to the local government service as a whole, in face of which we can be neither neutral nor passive, but must demand action to vindicate the right of every officer to carry out his duties without fear or favour, and to protect him from any adverse consequences which such a course may involve.

There is a further aspect of the problem. One certain method of eliminating the present cruelties would be to bring all slaughter-houses into municipal ownership, leaving the central government and the voluntary societies to supervise the transport of the animals. If action in this direction is to be taken, it must become the joint concern of the government and the associations of local authorities, but is there any reason why those NALGO members most closely concerned should not take the first step, by bringing the weight of their experience and advice to bear in the proper quarters? The issue is simply one between good and evil, and there must be many besides myself who would welcome such initiative on the part of NALGO members.

PETER LOMAX

This letter is referred to in our editorial columns.

WEEKLY MAGAZINE

"Not necessary"

WHILE I have the highest admiration for the amazing zeal and industry of the Islington editor and editorial board, it must be remembered (as you so rightly point out in the September "L.G.S.") that "Islingtonic" isn't really a branch magazine at all. It is a glorified notice-board, albeit executed with a high degree of organising and journalistic skill.

Other branches, including my own, also "published" the news of the salaries arbitration award immediately the information was received—through the notice-board channels.

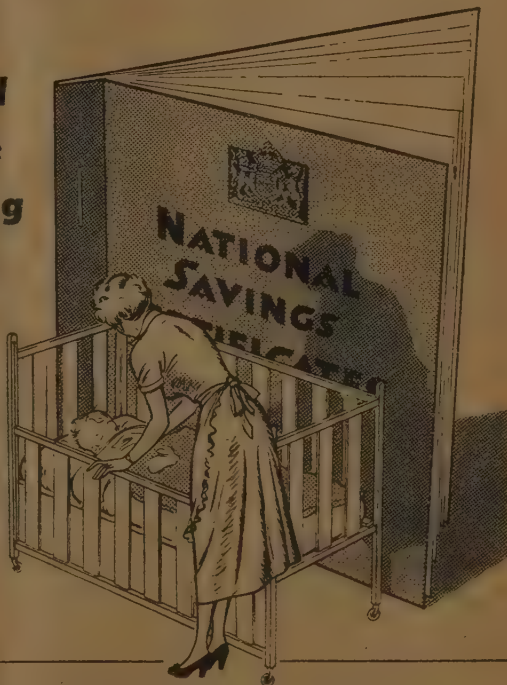
A Conference resolution calling for weekly bulletins is all very well in its way. But, again, news sheets are *not* magazines.

By all means have news bulletins and special supplements to meet urgent requirements—not necessarily weekly, or even monthly, but as occasion demands it; but don't spoil the branch magazine by producing it too frequently. The spare-time editor cannot do the job properly if he is rushed unduly. In Middlesex, we have a quarterly; and we like it that way.

PETER WADDELL

Middlesex County Branch Magazine.

It's good
to have
something
behind
you!



EVERYONE HAS SOMETHING WORTH SAVING FOR . . .

as every parent knows. Those plans for the children's future—will there be enough money to make them come triumphantly true? The savings you make today can provide the happy answer; follow the example of hundreds of thousands of wise parents—each week, put a little aside for National Savings. Those 15/- Certificates you buy today will bring you 20/3 in 10 years' time, and the increase is free of Income Tax; better still, they may well bring the golden chance that you want your children to have.

NATIONAL SAVINGS Certificates

EASY TO BUY—TO HOLD—TO CASH

Issued by the National Savings Committee

At Random

by 'HYPERION'

Thought for the month

Real prayer always does one of two things: it either frees us from the trouble we fear or else it gives us the strength and courage to meet the trouble when it comes.—H. E. Fosdick.

What every woman knows

Husbands are things that wives have to get used to putting up with, And with whom they breakfast with and sup with. They interfere with the discipline of nurseries, And forget anniversaries. And when they have been particularly remiss They think they can cure everything with a great big kiss.—Ogden Nash.

What need we learn ?

During a discussion the question of choosing colleges was mentioned. One bright girl contributed her bit: "Well," she said, "first you've got to decide whether you want to go to a co-educational school or an educational one!"

On form

In the last war many top pilots were lingerie salesmen. They welcomed a chance to show off.—U.S.A.F. Chief Psychiatrist.

Local government postbag

"I would like you to see if I can have my dustbin emptied. The men have been twice and have refused to empty it, as they say we should only have one, being as their are two familys in the house we are obliged to have two bins." I have a baby of five months old and do not consider it healthy as now it is beginning to smell, also the person at No. 41 has the same complaint."

The easy way

"Now," said the golf pro., "suppose you just go through the motions without driving the ball."

"But that's precisely the difficulty I'm trying to overcome," said his pupil.

Cost plus

Accountant to fellow worker: "For a minute this deficit had me worried . . . I forgot I was working for the government." R. Coe in "The Saturday Evening Post."

Playing safe

A lorry driver, in filling out an accident report form, said the accident was unavoidable. He wrote, "The woman in front of me signalled a left turn and made a left turn."

LOCAL GOVERNMENT SERVICE

Local colour

"What a lovely painting! I only wish I could take those gorgeous colours home with me."

"You will. That's my paint-box you're sitting on."

Joint effort

"Tell me," she said to the bank cashier, "how do I make out a cheque so that the money will come from my husband's half of our joint account?"

Owner occupier

"Stop that scribbling on the wall, Johnny!"

"But I always did it in the other house, Dad."

"Yes, but this is not a council house; it belongs to us!"

Rate remission

One day, as Oscar Wilde stood outside his Tite Street door, preparing to insert his latch-key, a humble little man came up, saying that he had called about the taxes.

"Taxes!" said Wilde, looking down at him from his lordly height. "Why should I pay taxes?"

"But, sir," said the little man, "you are the householder here, are you not? You live here—you sleep here?"

"Ah, yes!" said Wilde, with utter solemnity, "but then, you see—I sleep so badly!"—R. le Gallienne in "The Romantic 90's."

Magnificent Exhibition of OVERCOATS



MAIL ORDER

Patterns and self-measurement chart from our Mail Order Dept., Wool Products (Leeds) Ltd., 15 Park Row, Leeds, 1.

Fine-Quality Camel Cloth, Smooth Velours and Meltons, Herringbones and Checks in a wide variety of Designs and colours. Each one beautifully Ari-Silk lined, and built to a high standard of tailoring.

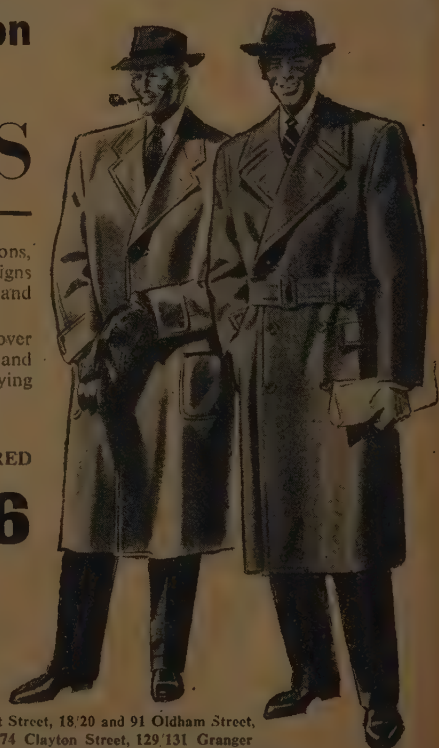
It is a real luxury to feel these Coats slip sleekly over one's shoulders giving the wearer the confidence and smartness of the well-dressed man who is used to paying treble this price.

D. B. ULSTER READY TAILORED

In a wonderful selection of Fine, Warm materials.

£4.19.6

And other qualities £5.9.6 to £7.9.6



Weaver to Wearer

Registered makers of Quality-Built Clothes

430 Strand, LONDON, W.C.2. 72/73 High Street, BIRMINGHAM. Rylands Buildings, 123 Market Street, 18/20 and 91 Oldham Street, 174 Sretford Road, MANCHESTER. 16/17 Briggate, LEEDS. 126 Queen Street, CARDIFF. 74 Clayton Street, 129/131 Granger Street, NEWCASTLE-ON-TYNE. 61/67 London Road, LIVERPOOL. AND OVER 120 BRANCHES THROUGHOUT THE BRITISH ISLES.

n.d.h. 1130



The magazine committee

by W. J. COOK

"AS Editor," said Cole firmly, "I veto fashion notes, as I have always done."

"But . . ." started Miss Dingle of the libraries.

"Nor do I care," ground out Cole, "that forty per cent of branch members are women . . ."—he looked around fiercely and then cooed sweetly—"No fashion notes."

He did it rather well, although everybody knew it was in imitation of the town clerk.

"But, speaking for baths and wash-houses, where we have a large female membership . . ." protested Ellerman.

"The standard," went on Cole inexorably, "of the Digborough New Culvert must be maintained."

"Standard?" asked Miss Dingle cuttingly.

"Shame," said Porter absently. Porter, an architect, was busy drawing Cole in the editorial chair surrounded by seductively fashionable females. As an afterthought, he added a dainty sandwich-board to what appeared to be a night club hostess. The board said merely "40%."

"Apart from fashion, lady and gentlemen," continued Cole, bowing slightly to Miss Dingle, "what else can you offer for the August issue?"

"I think we should include more T.U. stuff," said Ellerman rebelliously.

"T.U.?" asked Miss Dingle.

"Don't tell me you have never heard of the T.U.C.," groaned Ellerman. "It's T.U. stuff we want. The New Culvert should be a T.U. magazine for T.U. people."

"I've got a sewage type to do 1,000 words on Digborough's Unpaid Workers," remarked Jones, an earnest little man from *finances*.

"That's what we all are," cried Ellerman. "That should shake them. Real T.U. stuff at last."

Jones coughed. "Actually, it's about sewage. You know, bacteria and all that. They keep on working night and day purifying the sewage."

"Hm!" mused Cole. "1,000 words you say," and made a note on his pad.

"Actually, all he has so far is the title, 'Digborough's Unpaid Workers,' which we both thought was pretty good."

"We'll have to change that," snapped Cole. "Let people know it's about sewage. The most irritating thing about so-called modern magazines is their headings. I picked up an article the other day called 'Blind Man's Eye,' and it turned out to be about dogs. Most misleading. The New Culvert must never be misleading, so we'll call your friend's article 'Bacteria in Sewage Purification.' Now then . . ."

"Is my article going in?" asked Miss Dingle.

"On Choosing a Book?" asked Cole. "The answer, as our esteemed town clerk would say, is in the very antithesis of the positive. Mark you, I liked the opening paragraph, which began . . ."—he searched in his briefcase—"As an assistant at the Digborough Public Library I feel sure I can be of help to those who find difficulty in choosing books."

He rustled amongst the pages. "But it was liable to wander from the point far too often, as this sentence will show: 'People often think that a girl who likes a good book must therefore be dowdy, but I know a bookish girl who makes her own clothes beautifully and who gave me the following hints for making a blouse.'"

"I rather think you will agree that—er—" Cole shrugged expressively.

"There's the Magazine Competition to think about, too," pointed out Jones diffidently.

"I had a note on my pad to speak about

that," said Cole, "later. However . . ."

"These Headquarters things are all the same," grunted Ellerman. "It's all arranged beforehand. Look at us last year—fifteenth."

"We run this magazine to serve the branch," grated Cole, "not to win competitions." He looked round grimly.

"Our Chief has a garden," said Miss Dingle brightly. "A big garden. He won a prize for his leeks last year."

All eyes turned to Miss Dingle.

"Well?" asked Cole at last.

"Well, gardening notes. I mean, he's frightfully keen. He talks about nothing else."

"We tried gardening notes. 1936,"—Cole was repeating, as if hypnotised, a weary lesson. "Forty per cent of our readers were women and didn't read gardening notes. Ninety per cent of the men didn't have gardens. Of the ten per cent who had, half wanted to forget them. Of the other half, only one man wrote to us. He said the gardening notes were utter balderdash and enclosed his own notes; which the original gardening man said were utter balderdash."

In the embarrassing silence which followed, little Jones said valiantly, "Cross-words, then."

Miss Dingle sniffed. Ellerman said, "Waste of time." Porter started drafting a crossword frame with scrolls all round.

"If only we could get a good crossword," sighed Cole. "A good crossword," he repeated pathetically, shaking his head slowly.

"How about sports news?" asked Ellerman kindly.

"Got any?" asked Cole.

"Well, there's young Williams who got into the final of the junior snooker."

Cole made a noise through his nose.

"What we need is an *illustrated* sports page," suggested Porter, drawing Cole as a goalkeeper punching out numerous footballs labelled "Suggestion."

"What about a double-page debate like some of the big publications?" offered Ellerman. "For and against some controversial subject like equal pay."

"Stale," yawned Cole.

"But that's only a suggestion. You could have . . ."

"Time's running short now, remember, gentlemen."

"I would like to see something about Digborough's history," said Jones nervously.

"T.U.," whispered Ellerman gloomily. "Not B.C."

"Now, now," said Cole impatiently, "we have no time to bicker. It always finishes with my having to keep the committee in order instead of getting the work done. Any more suggestions?"

There was the silence of surprise.

"Ah well," sighed Cole picking up his briefcase, "I suppose I shall just have to write the whole thing myself . . . as usual."

MY BOOKSHELF

by LAURENCE WELSH

IN Electricity Supply in Great Britain (Allen & Unwin. 25s.) SIR HENRY SELF and ELIZABETH M. WATSON have employed their wide experience and knowledge to write an orderly history whose only defect is an obscure and verbose style. It presents an instructive picture of the chaotic structure and complex technical and economic problems which the nationalised industry inherited, as well as of the imaginative measures taken for their solution.

It shows, too, how vital a part electricity must play in reconstructing our national economic system in the new and more onerous conditions of today. Electricity supply plant is five times as extensive as it was thirty years ago and the units generated are over 14 times what they were then. Yet capital investment in the industry is only ten times that of the earlier period and a great expansion is needed. The authors make a strong case for a bigger share of the restricted supply of capital now available.

The world's get-together

A second edition of **London Night and Day** (Architectural Press. 5s.) gives another opportunity to praise this gay, colloquial, knowledgeable guide to London, "the world's greatest get-together." Written by a team of London-lovers under the leadership of Sam Lambert, and illustrated by Osbert Lancaster, it will enthuse visitors and revive in Londoners their love and understanding of the town with "no pattern, no plan, no high street—except the Thames." London, say our authors, is a misleading

city. "Except to the trained romantic its surface appearances are banal; and, unlike Paris, whose charms are discernible when you first drive along the main thoroughfares, its main thoroughfares are far the most hideous part of it." London's veiled charms are wittily and entertainingly revealed. At once practical and erudite, the book offers something for every type of reader; night clubs and restaurants are listed with typical prices, art galleries, museums, concert halls with their respective attractions. Notes on shops are equally apt and learned. One firm "are good but inclined to make their trousers wide." Of socks, we learn that the smartest kind are ringed, checked or plain—but not bright. Hairdressers are named who "will give advice only when asked." If you want to buy trunks, bags or umbrellas, "Don't tell Jermyn Street, but you can buy these second-hand at any shops that dispose of unclaimed lost property." And there are shops where you can buy stuffed bears, glass eye-balls, bagpipes, or skeletons—female skeletons the more difficult to get. The section on pubs will prove educative to all but the most sophisticated, though some may think the writer concentrates too much on "atmosphere" and too little on the quality of the beer.

The main omission is an adequate reference to London's parks, whose elegance might have deterred the authors from their slighting reference to "oh-so-practical local authorities, who care so much about the letter—drains and fire protection—and so little about the spirit of the law." Let them take a look at Kenwood, or the Festival Hall, or a day nursery.

Old friends

A second edition of **E. N. GLADDEN'S Introduction to Public Administration** (Staples. 15s.) has enabled the author to add to his already voluminous stock of useful facts. He writes with a becoming solemnity and does not shirk the obvious, but students will find his book valuable. It certainly does not deserve the acid comment which he applies to American treatises on public administration that "too many are notable for what verbosity obscures rather than for the new things they disclose."

ERIC JACKSON, whose **Pelican** remains one of the best primers of local government, wrote a more specialised work in 1949—**The Structure of Local Government in England & Wales** (Longmans, Green. 15s.). There is now a reprint with two pages of addenda. The title is unfortunate, for the book covers much wider aspects of local government than it implies.

In 1949 this column remarked on the mass of obsolete material in the fourteenth edition of J. J. CLARKE'S **Local Government of the United Kingdom**. There has just appeared a 16-page supplement (Pitman's. 25s.), showing pages in the main work "where the reader's attention must be called to some new development." This does not go far towards modernising the work, but at least the reader has now been warned.

Taking counsel

The latest Acton Society Trust pamphlet on the nationalised industries is called **The Framework of Joint Consultation** (2s.). Besides describing the structure, it assesses the achievements, finding them disappointing for three reasons: the desire (which it attributes solely to the trade unions) for uniformity of treatment which leads to every issue being passed up for national determination and slows down the procedure; the fear of those on the management side that joint consultation threatens their own authority; and the tendency of both sides to treat joint consultation as "a method of exerting power, rather than a method of exchanging views."

Books received

(The asterisks indicate the interest of the book's contents for NALGO readers, not necessarily its qualities. One asterisk means that it has some interest, two that it has considerable interest, and three that it is strongly recommended.)

*An English Course for Professional Students by E. F. CANDLIN. University of London Press. 6s.

*Lands Tribunal Rating Appeals, 1950-1951. Incorporated Association of Rating and Valuation Officers. 17s. 6d.

*Harwell: the British Atomic Energy Research Establishment 1946-1951. Prepared by the Ministry of Supply and the Central Office of Information. H.M. Stationery Office. 6s.

**Handbook of Tuberculosis Activities in Great Britain and the Commonwealth, 14th edition. National Association for the Prevention of Tuberculosis. 30s.

Non-pulmonary Tuberculosis of Bovine Origin in Great Britain, by G. S. WILSON and others. National Association for the Prevention of Tuberculosis. 16s.

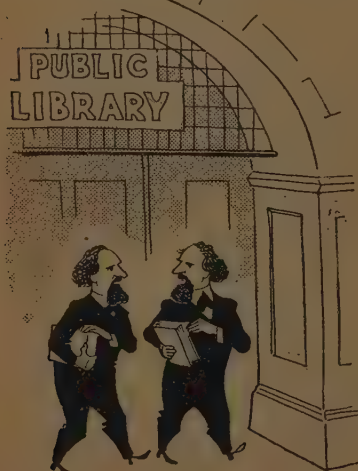
**Bell's Sale of Food and Drugs. Supplement to twelfth edition by J. E. S. RICARDO. Butterworth. No price shown.

The Law Relating to Shops by H. SAMUELS. Charles Knight. 15s.

*Local Government & Democracy by EMMELINE W. COHEN. Association for Education in Citizenship. 1s.

*Pressmen's Guide to Courts & Local Government, edited by L. C. J. MCNAE. National Union of Journalists. 2s. 6d.

*Ethics in Public Administration & Individual Ethics, by ALFRED C. OPLER. Harvard School of Public Administration. (Mimeographed.) Price not stated.



"Ah! You're right—there's nobody like Dickens!"

No sanitary inspectors in George II's reign

by ARTHUR E. MAY

HERE were no sanitary inspectors in George II's reign, for the simple reason that there was no sanitation worth talking about, nor, according to a little book, "The Vermin Killer," published in 1753, which I have just discovered, much cleanliness. Judging from the number of recipes for getting rid of them, bugs and wasps were common inhabitants of the home.

Most of the remedies for bugs were concoctions for "anointing" the wooden bedsteads then universally used. They included: "Lime and salt," "Tar and the Juice of the Wild Cucumber," "Powder of Squills mixed with Wine Vinegar," "Dregs of Oyl and Ox Gall mixed," "Old Oyl and Brimstone powdered and mixed," "Glew and Vinegar boiled together," "Rue and Wormwood mixed with common Oyl," "Onions boiled in soap Suds," "Wormwood and Mustard-seed," and the "Rhind of green Walnuts bruised and steeped in water." The writer gives no advice on how to get rid of the less these concoctions must have made: possibly he thought this a minor problem compared with the major one.

A more drastic remedy was to "Take Gun-powder beat small, and lay some about the Crevices of your Bedstead, and fire it with a Match, and keep the Smoak in." Another way to get rid of these pests was to "Hang a Bear Skin in your Room," whilst it was also apparently possible to catch them in wicker traps made for the purpose by basket makers.

To destroy fleas, the recommended method was to attract them to one spot and there do wholesale murder. The magnets for fleas included "Elder-leaves gathered with the Dew on them," "Bruised Rose and Laurel Leaves," "Bull's Fat," "Goat's Blood," "Ox Blood mixed with Soot," "Badger's Blood," "Hogsgrease," and the "Grease of a Hedgehog."

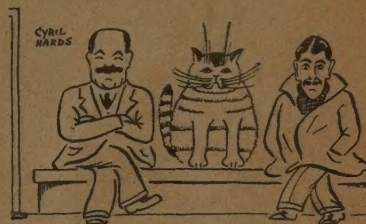
Recipes for driving fleas away or killing them included "Lavender, Wormwood, Savory, Nut-leaves, Green Coriander, Goat's Milk and Lye, Unslacked Lime, Penny-royal wrapt up in a Cloth, Boil'd Mustard-seed, Marsh Fleabane, Southernwood, Rue, and Arsmart (the hot sort)." What "arsmart" was I have no idea, but it apparently had other uses such as "Put

under the Saddle of a tired Horse, it will make him travel well."

Many poisons for rats and mice are prescribed, such as "Black Hellebore and Seed of wild-Cucumber," "Hog's Lard mixed with the Brains of a Weasle," "Oak-ashes," and "Chips of Cork fry'd in Suet."

If you wanted to stop these rodents from eating your books, all you had to do was "Let the Printers put Infusion of Wormwood into their Printing-ink, and they will never eat the printed Paper."

The most ingenious way of keeping mice out of your house was perhaps to "Keep a tame Weasle. Put Bells about his Neck and let him run about your House, and he'll frighten away all the Mice. 'Tis their Nature to destroy them, therefore some People love to have them about their Houses." I think I would prefer the mice!



Short list for appointment of a rodent operator.

WHAT EVERY LOCAL AUTHORITY SHOULD KNOW ABOUT

scrap

What is scrap? Anything made from iron and steel which has outlived its present usefulness—such as obsolete machinery, old bicycle-frames and gardening tools, broken farming implements.

Where is it? In houses and flats, in shops and offices. You will find scrap practically everywhere if you look for it.

What good is it? No good at all in its present state. But send it back to the steelworks and it can go to make the new steel that all steel-users need. Remember—a ton of scrap may make a ton of new steel.

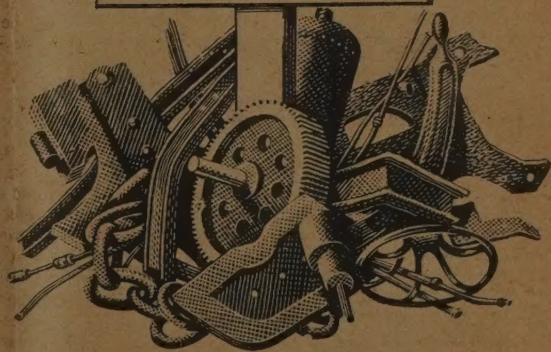
Can't they make steel without scrap? Yes—but not enough steel. Last year, 58% of our steel was made from scrap. The more scrap we use the more coal, coke and iron ore we save for other important purposes.

What can local authorities do about it? You can help to speed up the country-wide Scrap Drive by organising special house-by-house collections of scrap throughout your area.



SPEED THE SCRAP SPEED THE STEEL

Issued for the STEEL SCRAP DRIVE by the
British Iron & Steel Federation and the National Federation of Scrap Iron, Steel and Metal Merchants.



The British Iron and Steel Federation will be glad to co-operate in the organisation of these special scrap collections. For the address of your Joint District Scrap Committee write to the British Iron and Steel Federation.

Education notes

by K. S. CARTER

I AM WRITING these notes at the NALGO summer school, Paris, where, having heard an introductory talk on France by AUSTIN GILL, the Paris director of the British Institute, our party of sixty has settled down to the serious work of the school, the nine lectures on French central and local administration. We have been fortunate in securing eminent lecturers, and if they are all as easy to understand as M. de Sainte Lorette, directeur du Collège Libre des Sciences Sociales and M. Denis Levy, professeur à l'Institut de Droit comparé de l'Université de Paris, who spoke yesterday, students will have no difficulty.

So far, the lectures have been on the more general aspects of French administration, but later in the week we shall hear of individual social services such as national insurance, education, and housing, from M. A. Desclos, directeur du Collège Franco-Britannique, who is arranging the school for us, and who also organised the NALGO school in Paris in 1937; Mlle. Le Galle—an officer of the Ministry of Reconstruction; and M. Gout, directeur de la Caisse Nationale de Sécurité Sociale.

As well as providing the lecturers, the Ministry of Reconstruction is arranging for us to visit an experimental housing estate built for officers working at the S.H.A.P.E. headquarters, and to a municipal estate started before the war and being continuously expanded to satisfy the housing needs of people who work in Paris. This estate is being built with a state loan by an independent non-profit-making organisation and sponsored by the Department of the Seine.

This afternoon we shall be visiting the Hotel de Ville—headquarters of the Paris municipality—and tomorrow Versailles, where we shall be received by the mayor.

The party is certainly a cross section of our membership, for it includes members from the electricity, gas, and health services, as well as local government, and has almost every grade from general division to city treasurer and town clerk—and we even have with us a retired l.g.o. turned councillor.

Care of the aged

The first NALGO school specifically arranged to study problems of the local authority welfare services will be held at the Prospect Hotel, Harrogate, from November 21-23. The importance of the welfare service is growing. The school will enable clerical and administrative staffs in local council offices to meet those working in the field, and provide a forum for them to discuss and under-

stand each other's problems; with this in mind the programme is being planned to allow as much time as possible for discussion. There will be four lectures, each followed by discussion groups. The papers provisionally chosen are: statutory provisions relating to old age; care of the aged; administration of a welfare department; and administration of residential homes.

I hope that members in the welfare service will support the school in large numbers, and that they will be joined by social workers in other fields. Fee will be £3 10s. to £4 inclusive, according to the accommodation. Enrolment forms and information are now available from the education department.

Scholarship scheme

Application forms for the 39 NALGO scholarships to be offered this year must reach the education department by October 4. The scholarship winners will

NALGO members give £1,928 to Lynmouth flood fund

BRANCH donations to the Lynmouth Flood Relief Fund, reported to Headquarters by September 18, totalled £1,878 and news of more was coming in daily. Most donations had been made to local funds. Holidaymakers at Croyde and Cayton Bay collected £30 and £20 respectively. Below is the first list of branch contributions.

A new list will be published next month.

Bacup £11 5s.; Barry £23 17s.; Bath £10 10s.; Bebington £10 10s.; Bethnal Green £2 2s.; Bexley £2 2s.; Braintree £5 3s. 7d.; Brighton, etc. Electricity £2 2s.; Brighouse £3 3s.; Bristol Electricity £5 5s.; Bristol Gas £5 5s.; Broadstairs £5 5s.; Bullington £5; Cannock £7 10s.; Chelmsford £3 18s. 10d.; Chichester £5 5s.; Chingford £6 17s. 4d.; Christchurch £10 10s.; Clitheroe £2 2s.; Coalville £10; Coventry £72 15s. 7d.; Cowes £2 6s.; Crewe £17 1s. 6d.; Croydon £31 10s.; Denton £7 18s.; Derbyshire £20; Devon £50; Dewsbury £2 2s.; Ealing £18 18s.; East Ham £2 2s.; East Retford £2 2s.; East Sussex £10 10s.; Elland £5; Enfield £29; Erewash Valley £5; Exeter £60; Feltham £5 5s.; Finsbury £2 2s.; Gower Rural £5 17s. 6d.; Grantham £72s. 6d.; Grantham Electricity £2 2s.; Hackney £12; Hales-owen £10 10s.; Hammersmith £5 5s.; Hants £50; Heckmondwike £1 1s.; Hendon £23 16s. 6d.; Heston and Isleworth £6 13s. 3d.; Heywood £2 2s.; Holborn £5 7s. 1½d.; Hove £84 0s. 5d.; Huyton-with-Roby £2 2s.; Ilford £3 3s.; Ilkeston £5 5s.; Inglewood £10; Irlam £3 12s.; Isle of Ely £5 5s.; Kettering £5 5s.; Lambeth £36 15s.; Lancashire £70 13s. 6d.;

attend the residential course for Final D.M.A. candidates which is to be held from December 28 to January 3 next, at the University College Hostel, Cartwright Gardens, London, W.C.1.

Seventy-five N.C.I. students are preparing for the final D.M.A. in 1953, and if they and others all apply there should be keen competition for the scholarship.

Headquarters announcements

Christmas cards

ALTHOUGH no new designs are to be bought this year, the remaining stock 1951 designs, including the cards bearing the Association's crest in colour, are to be sold in assorted dozens, with envelope at four shillings a dozen. All proceeds accrue to the Benevolent and Orphan Fund, and it is hoped that members will give their support as in the past. Orders should be sent to branch secretaries.

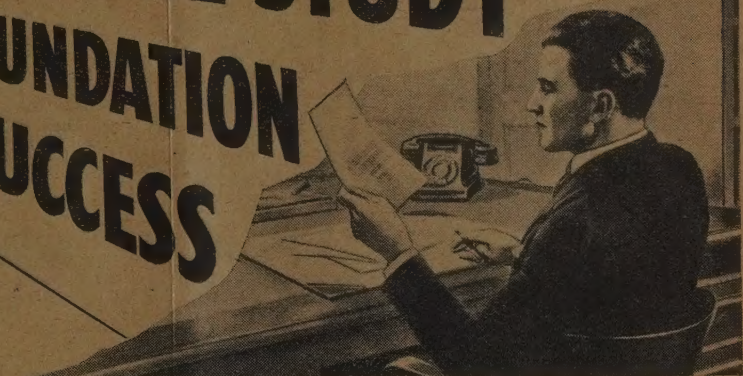
NALGO diary

Copies of the Association's diary will be available for sale early next month at price 2s. Place your order with your branch secretary so that he can send through a bulk order and avoid excessive postage costs.

Leicester £5 5s.; Lewisham £52 10s.; Leyton £21; Liverpool City £65; Liverpool and Dist. Electricity £8; London Electric (N.W.) £10 10s.; Luton £16 1s. 4d.; Maitland £1 1s.; Malvern £3 10s.; Mark Drayton £1 1s.; Midland Electric Cheltenham District £11 18s. 6d.; Newbury £1 1s.; Newbury area Electricity £12; Newport, I. of W. £2; Newport, Mo. £47 6s.; Normanton £1 6s.; North Caledonia £5; North Gloucestershire £2; Nottingham £21; Oxford City £10 10s.; Paddington £37 6s.; Plymouth £64 18s. 9d.; Poole £20 7s.; Portslade-by-Sea £1 1s.; Rawtenstall £5 5s.; Reading £2 2s.; Redcar £2 2s.; Rochdale £2 2s.; Rotherham £5 5s.; Rotherham and District £1 1s.; Rugby £19 13s. 4d.; Ruislip Northwood £15 4s.; Rushden £5 2s. 6d.; St. Marylebone £23 17s. 6d.; Salford £15 2s. 7½d.; Scunthorpe £18; Seaton Valley £2 2s.; Slough £19 16s. 6d.; Smetwic £5; Southall £5; Southampton £37; South Shields £2 2s.; Spensborough £5 5s.; Staffordshire £67 19s. 4d.; Staffs Wat £5 5s.; Staines £5 5s.; Stoke Newington £37; Stourbridge £6 6s.; Streteford £3 3s.; Sunderland £25; Sutton and Chesham £13 3s. 6d.; Swadincote £2 2s.; Torbam and District £2 2s.; Trent Navigators £4; Tunbridge Wells £14 11s. 6d.; Walsley £10 10s.; Walsall £5 5s.; Walton and Weybridge £5 18s.; Warwick and District £10 10s.; Warwickshire £86 16s.; Watford £14 5s.; Wednesbury £6 6s. 9½d.; Wellington £2 2s.; West Hartlepool £3 3s.; Westminster £31 8s.; West Sussex £18; Whitstable £1 1s.; Wilmslow £4 4s. 6d.; Winchester £5 5s.; Worcestershire £31; Wycombe £2 2s.



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To shelve the issue is to leave your future in the lap of chance and to allow yourself to become the plaything of circumstance. It can never profit you to do this—it may lead you into the "dead end" of a routine occupation, and progressively decreasing prospects of future betterment.

You have everything to gain by facing the question of your future NOW with an open mind and a courageous spirit.

Are you heading for success or slipping away into failure?

To gain success, is it not well worth your while to devote a few hours a week to home spare time study, seeing that every hour so spent will assuredly save you hundreds of hours of vain and idle regrets in the years to come?

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You, who yearn for better things, for more money, for a higher position, for security, may now look ahead with hope. For there is a prospect of a bright and successful future for YOU.

No matter on what humble office stool you may now sit—what irksome routine work you just have to do each day—if you have within you the power to rise above your present environment, the way to opportunity and advancement is now before you. If you are conscious that your present outlook is far from bright, that even your present position is insecure—you may rest assured that—given the urge of ambition and determination—you can banish for ever your secret feelings of hopelessness and inferiority.

Decide to overcome apathy and to take yourself and your future in hand! Then study this announcement carefully. It will well repay you to do so for it intro-

duces you to the finest means of practical self-help, through spare-time study—that can be obtained.

Why not decide, to-day, to secure this invaluable aid to success, and so do your very best to improve your position in life. It may be, in fact, that you will be enabled by easy and interesting stages, to reach the very topmost rung of your ladder of progress.

Think what this would mean to you—the increasing salary you would inevitably command as a trained man. The worlds you may conquer as a specialist!

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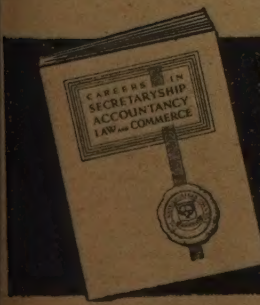
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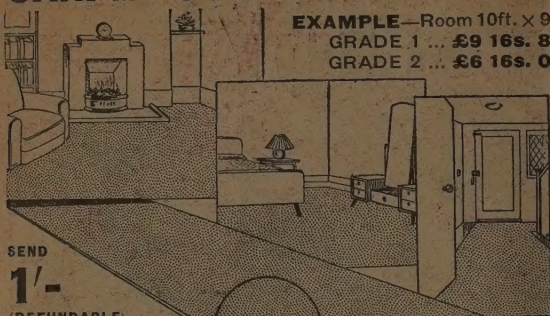
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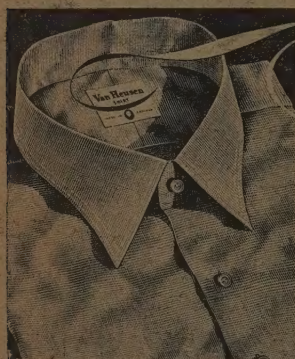
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